



Announcement of IRPC Public Company Limited

No. 002 /2017

IRPC Public Company Limited and IRPC Group's Anti-Corruption and Anti-Bribery Policy

In order to support the government's policy on Anti-Corruption and Anti-Bribery, the Board of Directors of IRPC Public Company Limited has focused on corporate governance and established appropriate internal control measures regarding non-acceptance and non-bribery towards government officials, business partners and any stakeholders under any circumstances so as to maintain trust and confidence from all groups of stakeholders.

The Company's Board of Directors has set up herein Anti-Corruption and Anti-Bribery Policies for its directors, executives, employees and all related persons to adhere to as follows:

1. Executives and employees shall perform their duties in compliance with the rules, regulations, codes, principles of the company including, but not limited to, the Constitution Act, Section 123/5 on Prevention and Suppression of Corruption (No. 3) 2015 in order to achieve the goal by taking into account of neither corruption nor bribery;
2. All of these actions : Offering, providing, paying or promising to pay, accepting demands, entitling authorization to pay monies, gifts or things in kind, privileges, properties, or other similar forms of benefits; payments made for or on behalf of the company both directly and indirectly to government officials or private agents with intention to obtain improper facilitation or advantage or to persuade them to act or not to act on, or to delay, any misconduct or violation of the laws are **strictly prohibited**;
3. Executives and employees shall give priority to the internal control system in each particular professionally and internationally accepted standards to ensure that operations and results are correct and transparent;
4. Executives, employees, and any persons who act for or on behalf of the company violating or refusing to comply with these policies or principles shall be punished according to applicable laws and subject to disciplinary action according to the company's regulations;
5. The company must establish an internal audit system regarding the giving and receiving of bribes which shall be applied strictly and efficiently to all functions;

6. The company must provide and, at all times, maintain effective risk management concerning the giving and receiving of bribes.

This policy was written as guidelines for its personnel to adhere to in order to preserve the corporate image and culture acceptable by domestic and international stakeholders, to uphold maximum effectiveness and efficiency of good governance, accountability and readiness for sustainable growth as well as good global citizenship, to involve relevant parties and the society to recognize the issues and its immense negative impact of corruption and bribery on the national and global communities.

This policy is hereby announced for acknowledgment and strict compliance.

Issued on February 15, 2017

(Sukrit Surabotsopon)

President