



ANTI-CORRUPTION MEASURES

AIRA & AIFUL Public Company Limited



Objective

To raise the awareness for directors, executives, stakeholders and all employees at all levels to cooperate against all forms of corruption as well as to encourage and instill continuous practice to be the culture and the core values of company.

To provide clear guidelines for anti-corruption measures, the company defines the roles and responsibilities of those involved as follows;

Board of Directors

- Formulating policy and approving Anti-Corruption Policy.
- Supervise the company to have an efficient control system, and support against fraud and corruption.
- Communicating the policy to employees at all levels and outsiders for acknowledgment.



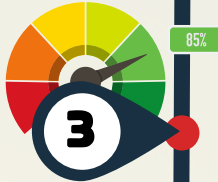
Audit Committee

- Reviewing financial and accounting reporting systems, internal control system, and internal audit system in line with risk management framework and Anti-Corruption of the Company to have sufficient internal control.



Risk Management Committee

- Defining and scrutinizing risk management policy and risk management strategies that affect the Anti-Corruption Policy
- Report risk management result to the Board of Director or other committees as assigned and as appropriate.



Anti-Corruption Working Group

- Supervising, acting and controlling to strictly comply with this policy.
- Consider issuing relevant rule, regulation, order or announcement.
- Provide knowledge dissemination including conducting advice and recommendation.
- Supporting activities relating to Thailand's Private Sector Collective Action Coalition Against Corruption.



Directors, Executives, Stakeholders and Employees at all levels

- Obligated to strictly follow the policy.
- Must not be involved in any act that may be considered corruption either directly or indirectly way.



Internal Audit Department

- Checking and/or reviewing the company's operation, to ensure that it is in compliance with this policy, guideline, regulation and or related laws, to ensure that there is an appropriate internal control system.
- Reporting the internal audit result to the Audit Committee.



Subsidiaries, Joint Ventures or Representatives

- Must accept to perform according to the Anti-Corruption Policy of the company



CONTROL

The company has a policy to maintain an internal control system to against corruption, including check and balance between each other in accounting, data retention, including various processes of the company, to ensure that the Anti-Corruption Policy has been properly and effectively implemented.

GUIDELINES

Giving or receiving gift, entertainment, and hospitality

Give or receive gifts, entertainment, and hospitality in accordance with the company's guidelines and regulations as follows.

- Prohibited to giving or receiving gift, hospitality or entertainment that is used to influence, induce or repay any person involved in creating a commercial advantage or business assistance or influence any decision related to benefit through inappropriate or unlawful channel or action.
- Prohibited to giving or receiving gift in cash.



1

Charitable donations or activities for public interest

- Give or receive charitable donations or activities for public interest as appropriate which has the objective to be part of social contribution activities including publicizing and enhancing a good image for the company. And it must have evidence of giving or receiving above charitable donations or activities for public interest.



2

Sponsorship

- The company can give or receive sponsorship which aims to support business operation, promotion and publicity of company's brand or reputation without fraud and corruption.



3

Facilitating Payments

- The company has a policy not to make any facilitating payment, whether directly or indirectly, that will not take any action and will not accept any action in exchange for facilitating business operations.



4

Political assistance

- The company has political neutral policy which will not support political activities or committing an act that is in favor of a specific political party or performs such act obviously, and will not directly or indirectly support or assist any particular politician or political candidate.



5

Human Resource Management

- Apply this policy as a part of human resources management of selection process, recruitment, employment approval, remuneration determination, performance evaluation, promotion, investigation and disciplinary action including hiring a government officer to reflect the company's commitment to the Anti-Corruption Policy.



6

Communication

- Continuously communicate anti-corruption for directors, executives, employees, stakeholders including subsidiaries, affiliates, agents, other companies that the Company have the power to control, business partner, and persons related to business with the Company be informed through various communication channels of the Company.



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You can read more details at <https://www.aira-aiful.co.th>
Anti-Corruption Policy

