

## **Kang Yong Electric Public Company Limited**

### **Anti-corruption Policy 2017**

The Company has all along embraced the business operation philosophy which gives utmost importance to social responsibility. It encourages all directors, executives and staff members to perform their duties under the Company's Code of Conduct and cooperatively fight corruption of all forms. Appropriate practice guidelines and measures have been drawn up and actions taken with communication made to prevent corruption both internally and externally. The Company has made available anti-corruption training courses and put in place mechanisms on risk management, internal control, monitoring and investigation, as well as review of anti-corruption management to ensure clear guidelines for the personnel involved and sustainable development of the organization looking forward.

Details of the appropriate practice guidelines are as follows:

1. All directors, executives and employees shall adhere to the Company's anti-Corruption policy, Code of conduct, rules and regulations, as well as relevant laws and regulatory requirements.
2. All directors, executives and employees shall not be involved in nor support any type of fraud or corruption, offering/accepting bribe of all forms, both directly and indirectly, and demanding or taking benefits or properties that could lead to any acts or avoidance of any acts in their performance of duties, or cause the Company to lose benefits.
3. All directors, executives and employees shall be cautious in offering or accepting gifts or properties or any other benefits, entertainment, donation, supports in monetary form, political supports, any acts in the Company's business transactions or as customarily required, with appropriate value thereof and with observance of the Code of Conduct, as well as without any damage caused to the Company.
4. The Company shall promote and support the anti-corruption policy by communicating the policy and procedures to the employees of all levels and all other relevant parties, and review the appropriateness of the work systems and practices to ensure effective control mechanism in line with the changes in business, laws, regulatory criteria and requirements relevant to the Company's business, as well as the Company's internal rules and regulations.
5. The Company shall put in place mechanisms to regularly monitor work and operation processes of all work units that may incur fraud or corruption risk, assess the probability of risk incurrence, and manage such risk with appropriate improvement of the control systems and processes.
6. All directors, executives and employees shall not neglect nor ignore reporting on any conduct found to be in breach of anti-corruption practices. The Company shall provide communication channels to receive complaints or reports on fraud or corruption. It shall ensure fairness and safeguard employees who make claims or give reports on fraud or corruption incidents and those who refuse to commit fraud or corruption.
7. The Company shall establish fraud or corruption investigation process and procedure which can ensure fair and transparent investigation and judgment of the corruption incidents and appropriate punishment of the employees who intend to conduct in breach the anti-corruption policy or those who commit fraud or corruption.

This policy shall take effect on and from February 10, 2017 onward.



Mr. Praphad Phodhivorakun  
Chairman

Kang Yong Electric Public Company Limited