



Ref no. CAC/001/2019

October 10, 2019

Subject: To acknowledge and cooperate to comply with Anti-Corruption Policy and Practice.

To: All business partners and value customers of Thantawan Industry Public Company Limited.

Attachment: A summary of Anti-Corruption Policy.

Whereas Thantawan Industry Public Company Limited, "the Company" aims to conduct business transparently and fairness to all stakeholders. The Company decides to cooperate with public and private sectors under "Private Sector Collective Action against Corruption Program" by setting an Anti-Corruption Policy and practice to be a guideline for joint operations. The Company publishes an Anti-Corruption Policy and Practice on www.thantawan.com. The website contains summary of main points of these policy and practice.

Since you are a part of the Company business, the Company asks for cooperation, including departments or persons under the your supervision, to collaborate against any kind of corruptions by not to support any actions, or behaviors which is considered a violation or implication of both direct and indirect corruption in order to gain confidence among the stakeholders including being a part of social development, national economy, and create business fairness.

If you find the Company business dealings are not transparent, not fair, or claiming benefits from the Company's staffs, please inform the Chairman of the Board of Directors or the Chairman of the Audit Committee by sending an e-mail to board-thip@thantawan.com, or sending a mail to the address in this letter. All information, which is informed, will be kept confidential and not be revealed the source.

Finally, the Company would like to appreciate for your cooperation and continuously support the Company's operations and sincerely hope that we will cooperate for Anti-Corruption. We hereby appreciate in advance.

Best regards,

(Mrs. Pojanard Prinyapatpakorn)

Managing Director

OFFICE

32nd Fl., Sun Towers Bldg.A, 123 Vibhavadi-Rangsit Rd., Chomphon, Chatuchak, Bangkok 10900 Thailand.
Tel. + 66 2273 8333 Fax. + 66 2273 8282 , 273 8484 Website : www.thantawan.com

FACTORY

143-144 Moo 8, Soi Kangval 2, Phetkasem Rd., Omyai, Sampran, Nakornpathom 73160 Thailand.
Tel. + 66 2431 3051 , 811 4700 Fax. + 66 2420 3180 Website : www.thantawan.com





***Please sign this document and send back to the staffs of
Thantawan Industry Public Company Limited to keep as evidence***

I (Name).....on behalf of
(Company name/Shop name).....have read and fully
understand the Anti-Corruption policy of Thantawan Industry Public Company Limited and have pleased
to comply with this. Thus, I have received a copy of summary of the Company's Anti-Corruption policy and
sign this document as evidence.

Company Seal (if any)

Signed.....
(.....)
Date.....

OFFICE

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Handwritten signature or initials.

Thantawan Industry Public Company Limited ("the Company")

A Summary of Anti-Corruption policy

Anti-Corruption policies

Thantawan Industry Public Company Limited ("the Company") has policies which supports virtue, ethic morality, conduct and transparency by focusing on generating business with neutrality to both internal and external related persons of organization as well as to treat stakeholders fairly such as a shareholder, officer, costumer, partner/creditor, competitor and public society. The Company is committed to conducting its principle of operation which do not support any activity of groups or individuals who act in the manner of Illegal exploitation for making sure that its operation generates without any corruption, we, therefore, conduct this policy for being as a compliance guidance and communicating to the Board, managing director, management and employees at all levels to strictly follow.

Including directors, managers and all employees are prohibited to operate or accept any form of corruption in both directly or indirectly by covering all relevant units and to review the compliance with Anti-Corruption Policy regularly as well as reviewing Anti-Corruption Practice and others operating guideline in accordance with the ongoing change of business, rules, regulations, and laws.

Definition of Peculation and Corruption

Means the misuse of power and authority. For instance, offering gifts and services, offering cash or cash replacement items. Along with giving bribery to government officials, government agencies and private agencies as well. Regardless to any forms of offer, offering for contracts, commitments, receiving cash, or other improper profits. In addition, concealing truth or information are forbidden and illegal. It is against the company policies, immoral, and unethical in doing business. Moreover, availing benefits for yourself and acquaintances in a falsifying way is unacceptable. Except it is a traditional act that were accepted by the laws.

Policies and guidelines on anti-corruption

The Board of Directors, Management Committee, and Employees do not perform anything related to corruption in all forms, both directly and indirectly by

1. The company prohibits directors, executives, and employees of the company from doing any act that is tended to be ccorruption. Such as, giving or receiving bribes to or from government officials, Government agencies, private agencies, or stakeholders related to the company. In order to gain or maintain business trade advantages and competition.
2. The company prohibits directors, executives and employees from demanding the operation or accepting corruption for the benefit of oneself, family, brothers, friends, and acquaintances. Except in the case of normal, conventional, that has given gifts to each other. The value should not be exceeding 3,000 baht (Three thousand baht only), not illegal and not leading to corruption.
3. The company prohibits pay and receive any hospitality services, bribe in order to perform business directly or act as a representative person, consult, agents, contract parties, or intermediary who are under control of the company directly.
4. The procurement has to be done with honestly, legally and government regulations, and also contain a price comparison from sellers / service providers with transparency and fairness to all parties.
5. The company does not have a policy to request or accept, or offer financial benefits, or any other benefits to sellers / service providers / employees in order

to receive items / services / jobs that are not meet the qualification of purchase order or agreement.

6. The company will consider and punish anyone that found implicating with corruption. Which is considered as unethical act according to the regulations of the employee's discipline. The person may be punished by the law if the act is illegal.
7. The company set the mechanisms for reporting clear and accurate financial status. Moreover, the company has provided an inspection process and accurate internal control systems. Wish is effective enough to prevent corruption.
8. The company has provided channels for employees and other related persons. They can access confidentially to the suggestions regarding to the compliance of anti-corruption policies, inform any wrongful acts or complaints by ensuring the informer will be appropriately protected.

Whistleblowing measures any wrongful acts or complaints

Any persons, who has any clue about corruptions, wrongful act, business ethics, or internal control of the defective company which may cause risk and damage to the business, can inform to The Company to Chairman of the Board of Directors and/or Chairman of the Audit Committee directly as follows;

1. By mail, Chairman of the Board of Directors or Chairman of the Audit Committee, Tantawan Industry Public Company Limited No. 123 Sun Tower Building 32, Vibhavadi Rangsit Road, Chomphon Subdistrict, Chatuchak District, Bangkok 10900
2. Email to the Chairman of the Board of Directors and Chairman of the Audit Committee board-thip@thantawan.com
3. Company website www.thantawan.com

Whistleblowing or complaint must be polite and should contain details of the name-surname of the complainant and the complainant facts about misconduct, sufficient evidence for proving the wrongdoing. Furthermore, if the company has evidence that the informant or the complainant has a bad intention, they will be investigated in order to consider the punishment according to company regulations. If they are a third party and resulting in damage to the company, the Company may consider prosecuting the whistleblower or the complainant as well.

The Company will must keep the information, complaints and documents of the complainant, including those who provide information confidential for those who are responsible for complaints. Do not disclose information to other people who are not involved. Unless it is disclosed as required by law.

Remarks:

1. For more information about the Company's Anti-Corruption Policy and Practice, please visit at www.thantawan.com.
2. If you have any questions or need additional advice about the Policy and Practice, please contact Panadda Timas, Email: info.panadda@thantawan.com, Tel. 02-2738333 Ext 3235