



Anti-Corruption Policy

S & J International Enterprises Public Company Limited

First Revision

S & J International Enterprises Public Company Limited is committed to conducting its businesses with integrity, transparent, and accountable manner in accordance with the principles of good corporate governance, together with placing emphasis on an anti-corruption by promoting awareness and conscience among company employees at all levels to fight all forms of corruption, which is consistent with being a member of Thai Private Sector Collective Action Against Corruption (CAC).

The Anti-Corruption Policy

The company is firmly committed to uphold such practice stipulated by laws relating to anti-corruption in Thailand, by strictly instructing all company directors, management members, and company employees, not to act, accept, or encourage any act alleged as corruption practices in any form, whether directly or indirectly, enforceable upon all business categories and all departments concerned. In that regard, the company hereby set relevant practical guidelines as follows:

1. The company shall not engage in and/or encourage any act in accepting bribes and payment of facilitation in any form.
2. The charitable donation or accepting donation, being a supporter or a recipient, giving political support, hiring government employees or state officers, including giving or receiving gifts, entertainment and hospitality. The company shall proceed according to the prescribed regulations and guidelines for practice with this must be transparent, explainable and auditable.
3. Supporting enhancement of awareness and value for anti-corruption among the company directors, executives and employees to perform duties in accordance with relevant laws, notifications and regulations by preparing such manual for guidelines.
4. Prohibition on company directors, executives and employees to act as an intermediary in demanding and accepting gifts or benefits from government sectors or private sector, which induces to violate the laws. Moreover, it is illegal to use positions and/or duties to use the company's data to seek benefits for oneself or others.





5. Setting the system to report financial status transparently and accurately, providing an efficient and effective internal control system. Having check-and-balance system to be appropriate in order to prevent conducting any fraud or taking part in any fraud and corruption.
6. Monitoring and reviewing the anti-corruption policy, guidelines and regulations consistently for operation to be in line with business changes, laws and related regulations.
7. Providing communication channels for whistleblower to reporting any suspected activity and ensuring that the whistleblower will be protected.

This anti-corruption policy has been approved by the resolution of the Board of Directors' meeting No.9/2021 on December 23, 2021 and become effective since December 23, 2021 onwards.

Boonkiet Chokwatana

(Mr.Boonkiet Chokwatana)

Chairman

S & J International Enterprises Public Company Limited

