



Announcement No. 006/2019

Anti-Corruption Policy

Tipco Asphalt Group (“**the Group**”) continuously strives for good corporate governance practices in order to maintain the sustainable development of the Group. The Group has established the Anti-Corruption Policy to prevent corruption in every activity across the value-chain while enhancing credibility of the Group’s business.

Scope of Anti-Corruption Policy

1. The Anti-Corruption Policy will be implemented across all employees in the Group; i.e. the Company directors, management and employees. Also included are our business alliances and other related stakeholders such as trade partners, customers, creditors, debtors, government and state enterprise officials including other related individuals.
2. The implementation of this Policy must ensure full consistency with the Group’s Internal Audit Policy, Corporate Governance Policy, Audit Committee Charter, Code of Ethics, Chart of Authority and other related work manuals as well as other future guidelines to be developed by the Group.
3. The Group has established guidelines of practice for anti-corruption, with details to accommodate the Policy.

“Corruption” Definition

Corruption means any type of bribery such as an offer, promise, guarantee, inquiry, or acquisition of money, assets, gift items, or other inappropriate benefits to or from government officers, government units, private sectors officers, private sectors, or responsible person through either direct or indirect action, such that said person could proceed or disregard his/her function in order to acquire, retain the business, recommend a specific company to the entity, or achieve any improper benefits in business transaction.



Key principles of this Anti-Corruption Policy can be summarized as follows:

1. A 'zero-tolerance' policy in respect of corruption by any person that is associated with the Group.
2. The Board of Directors, company executives and management members shall promote the implementation of the Anti-Corruption Policy and lead by good example. Meanwhile, the management shall continuously encourage employees and all stakeholders to raise awareness for the eradication of corruption.
3. The Board and management members shall manage and govern the Group's business operations to comply with the Anti-Corruption Policy and communicate any anti-corruption activities to all stakeholders through various communication channels.
4. The Group shall review, audit and revise business operations to ensure full compliance with any changes of relevant laws and anti-corruption guidelines at all times.

Please refer to the Anti-Corruption Guideline Manual for other details associated with policy's objectives, definitions, roles and responsibilities of the Board of Directors, sub-Boards, related units, procedures, monitoring, reviews, and punishments.

Therefore, the effective date is Tuesday 13th August 2019.

(Ms. Laksana Supsakorn)

Chairman