

## Anti-fraud and Corruption Policy

Thaifoods Group operates the business under the Good Corporate Governance Policy and places value on anti-fraud and corruption to ensure that Thaifoods Group strives to fight against all kinds of fraudulent and corruption in all levels. Therefore, the Company has issued the Anti-fraud and Corruption Policy which in accordance with the rules, regulations, and laws in relevant with the anti-fraud and corruption by determining the directors, executives, and all employees to comply with this Policy. Notwithstanding, this Policy shall cover the business both in domestic and international, including all related agencies, and building confidence to all stakeholder that Thaifoods Group operates the business with honesty, transparency and accountability. Furthermore, Thaifoods Group supportstheanti-fraudandcorruptionactivities,therefore,theAnti-fraudand Corruption Policy has established in writing in order to utilize as a clear guideline to operate the business and develop the Company with sustainability.

### Definition

Fraudulent and Corruption means providing, offering, promising to provide, granting, committing to provide, requesting for money, property, object, or other benefits in the nature of bribery to the officer of private or government agency either directly or indirectly to act or refrain from performing their duties improperly. In order to keep or acquire business to get or retain any other benefits that is not suitable for the business under the laws, regulations, announcement, local traditional, or allowed by the trade custom.

### Anti-fraud and Corruption Policy

Thaifoods Group does not tolerate any fraud and corruption by not allowing directors, executives, and employees to conduct or accept fraud and corruption whether direct or indirect, the benefit of oneself, family member, and related person. Notwithstanding, Thaifoods Group determined this Policy to cover the business, whether in domestic or international and with all related agencies and determined to review the complying of Anti-fraud and Corruption Policy regularly. Besides, there shall be reviews of the operations, rules, and regulations per business and laws changes.

## **Duty and responsibility**

1.“Company committee” has a duty and responsibility for anti-corruption by determining a monitoring policy and supporting the organizational culture as well as having an efficiency anti-corruption system. In order to guarantee that executive emphasizes on anti-corruption.

2.“Audit committee” has a duty and responsibility for checking the financial report system, internal control system and internal audit system for ensuring an efficient, standard, carefully and appropriate acquirement.

3.“Chief executive officer and executive” have a duty and responsibility for determining, supporting and encouraging anti- corruption system. In order to communicate to all employees and also revise the suitability of system as well as any defensive measure in accordance with changes of business, rule, principle and regulations according to law.

4.“Internal audit department manager” has a duty and responsibility for investigating and checking a working for all departments in company group according to accurate policy, guideline, operating authority, practice and regulatory law of department. In order to ensure that company group have suitable and efficient internal control system for anti-corruption prevention which may happen and reporting to audit committee.

5.“Employees at all levels” have a duty and responsibility for complying with policy, guideline, regulation and anti-corruption measure.

## **Practice Guideline**

1. To comply with this policy without concern of corruption either direct or indirect method.

2. Non-neglect or ignore the behavior as corruption relating to TFG and report to a commander or concerned person for acknowledgement as well as cooperating with fact investigation.

3. If there is any doubt or enquiry, being able to ask a commander or assigned person in any determined channels.

4.To give fair treatment and protect the employee who reports corruption issue or refuses deal on corruption according to complainant protection measure (Whistleblower Policy).

5.To comply with guidelines of consideration on company group regulation and punishment and may take a legal action.

6.To conduct the gift, feast, expense. Both giving and receiving follow ethics regulation or discipline of company group.

7.Practice of grant for donation or subsidy. Both giving and receiving must be transparent, accountable and legally.

8.Practice of procurement and business relation. Be prohibited from/ or receiving bribes in all type of business operation of company group as well as making a contact with Government sector which must be transparent and follow the related law.

9.Practice of personnel management processes from the process of recruiting or selecting, promoting, training, evaluating, performance appraisal, the compensation must be reasonable and in accordance with the related regulations.

10.To create and preserve an organizational culture against corruption collaborate with Government and private sectors.

11.To communicate, disseminate and educate other person who has legal relations with company group for anti-corruption according to this copy of policy.

### **Revision and improvement of policy**

The Company will set the revision on this policy regularly for at least once a year or when-ever there is a significant change in order to be consistent with the Company's operation.

Notified on 26th April, 2021.