

Anti-corruption Policy of L.P.N. Development Public Co., Ltd.

The Board of Directors of L.P.N. has established the direction of the business operation in accordance with the good corporate governance emphasizing the responsibility towards the impacts from all aspects of the operation as well as anti-corruption principle. In 2013, L.P.N. has participated in Thailand's Private Sector Collective Action Coalition Against Corruption. As a guideline for the operation of the directors and all staff, L.P.N. has arranged the written guideline on the "Anti-Corruption Policy" as follows:

Definition

Corruption means any types of bribery such as an offer or promise on money, asset or other inappropriate benefits from the government officers, government sectors or private sectors so that such person could proceed or disregard his/her function in order to acquire, retain the business or achieve any improper benefits in business transactions. Exception shall be applied in case of laws, regulations, customs, local traditions enable to do so.

Anti-Corruption Policy

- Director, Management Team and all L.P.N. staff are prohibited from operating or accepting every type of corruption both in direct or indirect manner.
- The compliance with the Anti-Corruption Policy is needed to be reviewed regularly.
- The Anti-Corruption Policy and the implementation are needed to be reviewed in order to be in accordance with business changes, regulations and laws.

Operational guidelines and implementation

1. The Board of Directors and L.P.N. staff at all level must strictly comply with the policy without any exceptions.
2. L.P.N. staff must not ignore or neglect any corruption conditions involved directly with L.P.N. All staff must notify such act to supervisors or responsible persons.
3. L.P.N. shall provide fairness and safeguard staff who informs corruption cases by applying Protection Policy for Complainant as stated in the Whistleblower Policy.
4. A person who commits the corruption is needed to consider discipline followed by L.P.N. standard without any exceptions.
5. L.P.N. will disseminate the information, provide knowledge and build understanding with other people who involve with the operation of L.P.N. so that those parties shall conform to the Anti-Corruption guideline.

6. L.P.N. will regularly provide training and retain the Integrity in the CLASSIC values of the organization so that the staff is constantly aware of the Anti-Corruption Policy.
7. The Anti-Corruption policy covers to Human Resources Management process starting from selection, recruitment, promotion, training, performance evaluation and benefits provided to staff. Every supervisor in every level must clearly communicate the policy to staff.
8. To stress the attention on process which incur a high risk in corruption, the Board of Directors, the Management Team and L.P.N. staff at all levels must conform carefully in the following course of action:
 - 8.1 Offering gifts or entertainment and hospitality activities must be complied with the Code of Conduct for Staff.
 - 8.2 Granting contribution for charity or receiving the donation or aid must be transparent and in accordance with laws by confirming that such transaction shall not be claimed as a bribery act.
 - 8.3 All types of bribery are prohibited in all business transactions. The business operation must be transparent and in alignment with related laws and regulations.

The Board of Directors' Meeting Ref.6/2014 on 11 December 2014 has considered and resolved to approve the anti-corruption policy above, effective from 11 December 2014 until further notice.

Announced on 11 December 2014

Pakorn Thavisin

Mr. Pakorn Thavisin

Chairman of the Board of Directors

L.P.N. Development Public Co., Ltd.