



## Anti-bribery and Corruption Policy

Larch and Laurel Company Limited and LLNK-WB Group are determined to adhere to business operations based on good morals, transparent management, building trust, equitable treatment of stakeholders from all sectors and good governance by adhering to legal principles, rules, regulations and implementing the following anti-corruption policy:

1. The Company is to strictly comply with moral principles, business ethics, rules, regulations, directives, notifications of the Company and legal principles.
2. The Company's directors, executives and employees must not consent, accept or support corruption of any type either directly or indirectly. In addition, the Company's directors, executives and employees must not neglect or ignore actions fitting the scope of corruption. Actions to prevent corruption and anti-corruption actions are considered the duty and responsibility of the Board of Directors, executives and employees at every level.
3. The Company reviews compliance with policies continually in addition to reviewing guidelines, practices and work specifications for compliance with rules, regulations and legal requirements including changes in socioeconomic conditions.
4. The Company has designated channels for accepting complaints, opinions or clues in addition to promoting stakeholder participation in auditing the Company's operations when corrupt behaviors or behaviors conflicting with work ethics are discovered.
5. The Company considers disciplinary actions for personnel who have committed corrupt actions or discovered corrupt actions and neglected to act in compliance with regulations. If the aforementioned actions are illegal, personnel will also be punished pursuant to the law.
6. The Company's directors, executives and employees do not ask for, demand or give any items or benefits to persons with duties related to the Company, unless the aforementioned gifts are given or received in line with local traditions or trade practices. The value of the gifts should not exceed the value set by the Company's specifications and must follow regulations on giving or receiving gifts and receiving business guests.
7. The Company does not pay or accept money for facilitation and bribery in business operations directly or through persons acting on behalf of the Company, consultants, agents, contract parties, trading partners or intermediaries directly under the Company's control.
8. Procurement must be fair, honest and accurate in compliance with the law, government regulations and the Company's procurement regulations.

Announced on 23 July 2020

(Mr. Narong Charjaroen and Mr. Racha Sukchom)  
Executive Directors