

(Unofficial Translation)



Document Name: Corporate Social Responsibility Policy
Document Number: AWC/CS/AWCCENTER/2019/POL002
(By virtue of the resolution of the Board of Directors' meeting No. 1/2019)
Effective Date: 22 January 2019
Amendment Number: -

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Corporate Social Responsibility Policy
Asset World Corp Public Company Limited

Objectives

Asset World Corp Public Company Limited (the “**Company**”) and its subsidiaries operate business within the scope of good corporate governance, transparency and accountability. The Company strives towards business development together with a balance in the economy, the society and the environment. The Company and its subsidiaries are committed to being the role model for the society in sustainable business operation and for the ability to manage the business to achieve a strong growth and social recognition based on ethics and the principle of good corporate governance. The Company aims to efficiently generate returns for its shareholders by taking into consideration the impact of its business operations on stakeholders of the Company and its subsidiaries in every aspects. The Company therefore provides Corporate Social Responsibility Policy for being the guidelines on various aspects of business operations for the Company and its subsidiaries.


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Scope of Policy

1. Business operations with integrity

The Company and its subsidiaries incorporate guideline on treatment for stakeholders in the Code of Conduct, taking into consideration the responsibilities towards all stakeholders including shareholders, employees, customers, business partners, contractual parties, communities, society and environment. The Company and its subsidiaries also promote free and fair trade competition and avoid transactions that could give rise to possible conflict of interests, infringement of intellectual property, and all forms of corruption on the following topics:

- (1) Corporate governance

The Company and its subsidiaries are committed to conducting businesses rightfully, in good faith, with fairness, transparency, accountability and to making disclosures of material information. The Company and its subsidiaries takes into consideration the interests of and impact on shareholders, customers, business partners, employees and all stakeholders, including sharing of benefits shall be appropriate and fair.

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(2) Social responsibility

The Company and its subsidiaries established the Corporate Social Responsibility Policy which is based on the principle of ethics for the fairness of all interested parties, and apply the principle of good corporate governance as a guideline to achieve the balance in business operation in the aspects of the economy, the society and the environment, which in turn will lead to sustainable success for the business.

(3) Compliance with the law, rules and regulations

The Company and its subsidiaries recognize the importance of compliance with the law, rules and regulations relating to the environment, occupational health and safety, and with the international code of business ethics. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that considered being the violation and contravene the law and other related rules and regulations.



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(4) Compliance with the law on intellectual property

The Company and its subsidiaries do not support transactions which infringe intellectual property. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that contravene the law, rules and regulations relating to intellectual property.

(5) Promotion on efficient use of resources

The Company and its subsidiaries encourage directors, executives and all levels of employees within the organization to efficiently, reasonably, and sufficiently use resources for maximized benefits. The Company and its subsidiaries provides communication, education, support, and promotion of awareness for employees and all relevant parties in relation to management of available resources to maximize benefits of the organization.

2. Anti-corruption

The Company and its subsidiaries put in place an Anti-corruption Policy with the focus on promoting a corporate culture where all levels of personnel are aware of the harm of corruption, and on creating the right value and building up trust for all stakeholders for an efficient anti-corruption practice, by establishing a policy and guideline focusing on anti-corruption.



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3. Respect for human rights

The Company and its subsidiaries adhere to the policy to promote and respect human rights by treating all stakeholders including employees, the neighboring community and society with respect for the human dignity, equality and freedom. There shall be no violation of fundamental rights or discrimination based on race, nationality, religion, language, ethnicity, colors, gender, age, educational background, physical conditions or social status. The Company and its subsidiaries will ensure that the businesses are not involved in the violation of human rights, either directly or indirectly.

4. Fair treatment for labor

The Company and its subsidiaries recognize the importance of human capital development and fair treatment of labor as factors which contribute to added value of the business and the enhance competitiveness ability and sustainable growth of the Company and its subsidiaries in the future. The Company and its subsidiaries also recognize the importance of the respect for the rights of employees based on the human rights and compliance with labor protection law, by establishing a fair employment process and conditions. This includes fair remunerations for employees that are commensurate with the employees' potential. The performance assessment shall also be in accordance with a fair procedure of assessment for stability in career path and to support career growth. Appropriate remuneration and welfare benefits shall be provided to employees.



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The Company and its subsidiaries promote human capital development for all levels of personnel by providing academic trainings to develop knowledge, capability and potential of personnel, and to instill positive attitude, morality and ethics including teamwork. The Company and its subsidiaries encourage positive working environment where workers have respect for each other and all levels of employees are treated with fairness.

In addition, employees are provided with an opportunity to express their opinions or lodge complaints regarding any unfair treatment or malpractice within the Company and its subsidiaries. Relevant whistleblowers will have the necessary protection. Safety, occupational health and working environment are taken into consideration with safety matters being taken as an important issue.

5. Responsibilities for customers and consumers

The Company and its subsidiaries will treat all customers with fairness without discrimination. Confidential information of customers which are known from the business operation and are normally not intended to be revealed shall be protected and shall not be exploited for personal benefits or benefits of related persons. The Company and its subsidiaries aim to build customers' satisfaction and trust with safe and appropriate technology, and to maintain international standards of quality and to continuously raise such quality standards.



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6. Preservation of environment

The Company and its subsidiaries recognizes the importance of preservation of natural resources. Efficient use of resources is promoted by taking into consideration safety for the society, the community and the environment. Work system that meets relevant standards and control system are adopted to promote sustainable development for the society and environment. The Company and its subsidiaries regularly promote internal awareness about responsibilities towards the society, the community and the environment for all levels of employees, as well as also promote an environment preservation activities.

7. Participation in community or social development

The Company and its subsidiaries have the policy to conduct business that contribute to the economy and the society, adhere to being a good citizen, and comply with all applicable laws and regulations. There is a policy to promote education, employment and distribution of income for the community for improved quality of life of the general public and the sustainable development for the society and the country, including to support activities for the concrete promotion of awareness of social responsibility and aim to be part of the driving force of the Thai society for sustainable development for the society and the environment.

In addition, the Company and its subsidiaries provide opportunity to the community, the society or stakeholders who have been, in fact, significantly affected by operations of the Company and/or its subsidiaries to communicate with, give recommendations to or lodge complaints with the Company and/or its subsidiaries using the available channels.



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8. Innovations and dissemination of innovations from operations based on corporate social responsibilities and responsibilities towards the environment and stakeholders

The Company and its subsidiaries will promote creation of innovations at organizational and inter-organizational level. Innovation for this purpose means the creation of things using new methods and may also mean the change of ideas in order for added value of the business. The objective of an innovation is to cause a positive change for better changes in other aspects and for the maximized benefit of the society. The Company adopts the following guidelines on innovation:

- (1) To review the business procedures of the Company and its subsidiaries to identify whether there are any possible risks or negative impact on the society or the environment, including to identify a solution for the reduction of such impact. In addition, the Company and its subsidiaries will also thoroughly study, consider and analyze all aspects of work procedures to improve the chance of developing towards a discovery of new business innovation.
- (2) To disclose new innovations that are beneficial for the society and the environment to the public in order to encourage other businesses and business operators to follow.
- (3) To analyze solutions as well as to develop innovations regularly and continuously to increase the chance of discovering new innovations, business growth, and to respond to the need of the customers.



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In this regard, dissemination of innovations is considered being the social responsibility by directly and indirectly communicating and disseminating innovations with all stakeholders using various communication channels to ensure that information of the Company and its subsidiaries reach all groups of stakeholders.

9. Participation in supporting the value of Thai-ness, inheriting, disseminating, and passing on the Thai culture, particularly on the arts which reflects the identity and value of the local community in which the Company and its subsidiaries have conducted businesses in

The Company and its subsidiaries continuously support and promote their personnel to support the value of Thai-ness and ensure that the procedures of business operation are carried out in such a way that supports the Thai value, which is reflected in the Company's business operation and other social projects. The Company and its subsidiaries aim for the local arts and cultures which the Company and its subsidiaries have conducted businesses in, to be well-known and are provided with the opportunity to be disseminated in domestic level as well as international level, through one of the following principles:

- (1) Creativity, in which all projects shall always take into consideration in incorporating Thai value as appropriate.



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- (2) Promote the value of service provision, conducting of activities, and applying arts and cultures of local community to support the acknowledgement, exchange of education, or the cooperation between companies and business partners as appropriate.
- (3) Promote Thai art and culture through supports of career, education, and learning, as well as promoting awareness of the Thai value as appropriate.

For the actions of the above-mentioned matters to be effective, the Company and its subsidiaries may collaborate with the public sector or other institutions, especially the locals which the Company and its subsidiaries are conducting their businesses with, for a greater cooperation as appropriate.

The Corporate Social Responsibility Policy was considered and approved by the Board of Directors' meeting No. 1/2019, convened on 22 January 2019, and shall be effective from 22 January 2019.

.....—Signature—.....

(Mr. Charoen Sirivadhanabhakdi)

Chairman of the Board of Directors

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