

Definitions

Corruption

Offering, promising, soliciting, demanding or accepting of assets or any other benefits to **Government officials** or any persons doing business with the Company



Political Contributions

Giving contribution, in the form of money or any other types, to support political activities to any politicians or political parties

Charitable Contributions

Donating money or goods or any other things that can be calculated into actual monetary terms without any benefits in return



Sponsorships



Giving or receiving money, any goods or any other types of benefit that can be calculated into actual monetary terms

Whistle-Blowing

Communication Channels for Whistle-Blowing

By Mail



Chairman of the Board/ Chairman of the Audit Committee/ Group Chief Executive Officer/ Head of Internal Audit

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Anti-Corruption Policy

The Company's directors, executives and employees shall be forbidden from undertaking or accepting or supporting, either directly and indirectly, any acts and all forms of corruption.



Important practices under the Anti-Corruption Policy



- ❖ The Company encourages directors, executives and employees to apply and comply with the Anti-Corruption Policy.
- ❖ All forms of corruptions shall be prohibited.
- ❖ Do not ignore when coming across any activities that may be considered as acts of corruption.
- ❖ The Company shall equitably treat and protect any whistle-blowers.
- ❖ The Company has a policy neither to demote nor down grade the staff rank or position, neither to punish nor impose any negative treatment on those who refuse to take any corruption actions, even if such acts of refusals will make the Company loses some business opportunities.

Political Contributions

- ❖ The Company has a policy not to give political contribution, whether directly or indirectly.
- ❖ The Company will neither participate in nor give any contributions to any political activities.

Punishment



- ❖ Non-compliance or violation of the Anti-Corruption Policy will be subject to disciplinary actions and punishment according the Company's established regulations.
- ❖ The highest punishment is to discharge from the Company's employment, or termination of employment.
- ❖ If breaching the Anti-Corruption Policy involves breaking any laws, such persons may also be legally prosecuted accordingly.

Giving/ accepting gifts, hospitality and other associated expenses

- ❖ The Company's directors, executives and employees are strictly forbidden to solicit, receive, give, or promise to give any assets or goods of value, other types of benefits from persons who are involved with the Company's businesses.
- ❖ Receiving gifts or other benefits shall not have any influence over decision making in the course of performance or duties.
- ❖ Receiving of gifts, hospitality and other benefits **with the value of over 3,000 Baht is prohibited.** If it is unavoidable, such receiving must be immediately informed to direct supervisor together with completing and submitting a gift receipt report to Store's HR Department or CGA of Head Office.



Charitable Contributions and Sponsorships

- ❖ Making charitable contributions and giving sponsorships are required to be related to and correspond with the Company's plans, policies and objectives.
- ❖ All requests of disbursements for charitable contributions or sponsorships must be approved by the Company's approval authorities; as well as evidences or receipts must be kept for review and audit.
- ❖ Monitoring and auditing are undertaken to ensure that the charitable contributions or sponsorships given are free from corruption purposes.

If you have any questions or concerns on the Anti-Corruption Policy, please contact

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