

CPL GROUP PUBLIC COMPANY LIMITED

The Code of Conduct and Ethics of the executives and employees

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The Code of Conduct and Ethics of the executives and employees is primarily in the conduct of directors, executives and employees of CPL Group Public Company Limited by taking into account the rights of all stakeholders. Under the legal framework Code of Conduct Ethics Justice and equality to achieve the correct behavior. Accepted by the society. This will result in the Company's business. Sustainable growth Company Code of Ethics. The Company has been continuously reviewed and improved by the Board of Directors. And approved by the Board of Directors. Then It is also part of the working regulations of all employees.

The Code of Conduct and Ethics are divided into 10 categories.

Chapter 1 Code of Conduct

Chapter 2: Code of Conduct Subordinate And co-workers

Chapter 3: Code of Conduct for Shareholders

Chapter 4: Code of Conduct for Customers

Chapter 5: Code of Conduct for Partners

Chapter 6: Code of Conduct for Competitors

Chapter 7: Intellectual Property Rights or Copyright

Chapter 8: Social, Environmental and Community Behavior

Chapter 9: Self-Sufficiency Practices

Chapter 10: Compliance with Anti-Corruption

Chapter 1: Code of Conduct

1. Perform duties with responsibility. Full capacity hold true The Company's honesty and benefits are important.
2. Perform duties by applying knowledge, skills, experience, skills, and developing and improving working methods. timely and the movement of business.
3. Adhere to the principles of accuracy and fairness. Avoid postings that may cause conflict of interest with the Company. Follow the measures and procedures for inter-company transactions. The directors, executives or employees with conflict of interest will not be involved in the approval process.
4. Follow strictly the Company's internal regulations. Do not use the opportunity or information obtained from being a director, executive or employee for personal gain. And other persons involved in stock trading. And / or to conduct a competitive business. Or business related to the Company and its subsidiaries.
5. Avoid working or engaging in any personal business, whether direct or indirect, that is contrary to benefits. Bring about damage the benefits to the company.
6. Directors, executives, and employees involved in external activities For example, being a director, an executive, an advisor, an employee in another organization, the activity must not cause a conflict of interest with the Company. Either directly or indirectly and shall not interfere with the performance of his duties.
7. Maintain confidential information of the Company, monitor and be careful not to document. Confidential Information of the Company Publish to outsiders. Direct and indirect this may cause damage. The reputation of the company.
8. Directors and Executives are responsible for reporting the purchase and sale of securities whenever changes are made to the Office of the Securities and Exchange Commission. And the report of interest The report on the interests of directors and executives is made every year. Include strict compliance with the Code of Conduct.
9. Use and maintain the assets of the Company. Maximize The Company's assets are not used for personal benefit.
10. Consciousness to protect the interests of the company.
11. Strictly follow the rules and regulations of the company.

Chapter 2: Code of Conduct Subordinates and associates

1. The supervisor should use the moral principles in personnel management. Listen to subordinate comments. And co-workers
2. The supervisors should develop their subordinates by encouraging them to have training at all levels to have the knowledge, skills and expertise to increase their working efficiency. And progress in responsible careers.
3. Supervisors should create and maintain a safe working environment and work environment. Comfortable life and property.
4. The commander should rule with kindness. Create a warm atmosphere for work and supervisors to serve as a good example to the subordinate.

5. Supervisors should ensure equal, fair and equitable treatment of employees in terms of compensation, welfare, quality of life and safety.

6. The supervisor should take into consideration the fairness in appointing and moving. Including rewards and punishment for employees. Act in good faith It is based on the knowledge, ability and suitability of the employees.

7. Subordinates should respect the instructions of the supervisor strictly. If an emergency Problems or things that could cause damage to the company. Report immediately to the supervisor. To prevent damage.

8. Employees must maintain and strengthen good relationships, interpersonal harmony among the group. Promote teamwork And help each other.

9. Employees should work by honoring each other. By listening to the opinions of others as appropriate. I do not own any of the others to criticize. Or impersonate the work of others as their own.

Chapter 3: Code of Conduct for Shareholders

1. Do business with honesty, transparency, fairness, decision making Action with prudence, careful consideration of the interests of shareholders.

2. Commit to the growth of quality and stability. For the long-term good performance of the Company and to increase the benefits and confidence of the shareholders.

Respect the right of shareholders to receive the information they need equally. And disclose important information related to the Company. Both financial data. Non-financial information is accurate, complete, timely and transparent through easy access to information.

Chapter 4: Code of Conduct for Customers

1. Commitment to develop and provide quality service to meet the needs of customers. Safe And to meet the standards. At a reasonable price Can be delivered within a specified period. For maximum customer satisfaction.

2. Strictly comply with the terms and conditions of trade. And maintain customer confidentiality. Do not use trade secrets to exploit oneself or others. The case cannot be practiced. Must notify the customer in advance. And find a solution quickly.

3. Do not take advantage of customers. Or profitable business. Including no unfair trade terms.

4. Be courteous to customers. With fast and efficient operation. It is a trustworthy customer and provides a system and process that the customer complaints.

5. Listen to comments Or regular customer feedback and improve on the shortcomings.

Chapter 5: Code of Conduct for Partners

1. Follow the guidelines and procedures for purchasing. Hiring of the company. The Company and its subsidiaries have clearly defined the criteria for selection. And a partner registration system. To ensure fairness in the transparent procurement process, there are steps that can be monitored.

2. Negotiation on procurement must be transparent. Price comparison And can be checked

3. Not to request, not to receive, nor to pay any dishonest or otherwise unprofitable benefits in trade transactions with partners.

4. Follow the conditions given to the partners. And / or financial institution creditors. And comply with trade agreements with partners. And / or trade creditors, especially payment for goods and services. The terms and conditions of the loan agreement and other agreements are also discussed. And credit officers of financial institutions. To share a review Consider and approve loan facilities, conditions and fees. And to build a good relationship between management and financial institutions

Chapter 6: Code of Conduct for Competitors

1. Promote cooperation in trade competition for the benefit of customers. And follow the fair competition rules.

2. Do not seek confidential information from your competitors in a dishonest manner. Or inappropriate And do not disclose or ignore the secret of the company. Fall into the hands of competitors

3. Do not attack and destroy the reputation of a competitor with malicious accusations. Or use any other method that is not correct.

4. Ignoring bullying. or make competitors lose opportunity unfairly.

Chapter 7: Intellectual Property Rights or Copyright

The Company has no policy to infringe intellectual property or copyrights. Whether it is the design. Computer Applications and other matters. related to performance.

Chapter 8: Social, Environmental and Community Behavior

The Company is committed to the responsibility of contributing to social, environmental and community development. CSR in various areas.

1. Perform duties in their own responsibility. And live with a good conscience on the environment. And the community is always

2. The supervisors and subordinates jointly create. And join activities or projects for social development. Environment and community

3. Act as a good example for the conservation of natural resources and the environment. And promote the use of natural resources that are worthwhile.

4. Do business with a mind that always takes into account the interests of the public.

5. The Company attaches great importance to respecting the rights of the community, human rights and non-infringement of human rights. Include policies to employ the disabled. And do not specify any gender as well.

Chapter 9: Self-Sufficiency Practices

1. in pursuit of education Join the seminar And useful training To develop and empower people to be talented. And experience in work. To perform effective and effective work.

2. keep virtue And good ethics.

3. Do not behave in a way that may tarnish the reputation and the honor of the company itself.

4. Live with honesty. Honestly in all matters. Both personal and business matters.

Chapter 10: Compliance with Anti-Corruption

The Company has a policy against corrupt corruption. All executives and employees must behave ethically. And responsible for all occasions. Must strictly follow the policy of anti-corruption. Not involved Not participate in corruption Do not bribe or accept bribes in any form, either directly or indirectly. Regularly review the compliance with anti-corruption policy. Failure to comply or found to be involved in corruption. Will be considered with the highest level penalties.

The Company has provided opportunities for employees or their stakeholders to report suspicious activities to the Board of Directors through the Chairman of the Audit Committee via E-Mail Address:

CPL Group Public Company Limited

Code of Conduct of Management and Employees

1. I have received and read the message in the code of conduct and ethics of the management and staff.
2. I understand and will adhere to this Code of Conduct as a standard practice in working with the highest standards.

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