

7) Philosophy and Code of Conduct

The Company has a firm intention to reinforce all executives and employees to adopt the same conduct standard under the changing business environment. The Company therefore declared the "Code of Business Conduct" as guidance for conduct and practice alongside with the regulations and rules of the Group of Companies under the framework of ethics, virtue and honesty in equitable creative ways. The code of business conduct covers safety of society, community and environment, anti-fraud and corruption, anti-bribery, political involvement, any other conflict of interests, and respect to laws and principle of human rights. Every employee shall be given for Good Corporate Governance and Code of Business Conduct Manual with their signature for acknowledgement and observance. The Company also assigns Human Resource Department to be responsible for promoting the directors, executives and employees to comply with Good Corporate Governance and Code of Business Conduct Policy with understanding, acceptance and faith since 2006.

The Company produced VDO to disseminate and promote the compliance with the said Code of Business Conduct of the Company. The dissemination shall be performed via internal media for employee awareness, and presentation in the orientation day of new entrant employee for awareness. The Company determines that the Code of Business Conduct shall be constantly reviewed to ensure its appropriateness. In update and review, the Board of Directors also takes part in determining corporate vision, mission, culture and value of the Company, and considering carrying out regular review to ensure that the executives and employees share the goal in the same direction.