



UAC GLOBAL Public Company Limited

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No. UAC.MN/001/2018

Anti-corruption Policy

UAC Global Public Company Limited (“UAC”) realizes an importance of conducting its business with integrity, transparency and accountability, in pursuance of the social responsibility and stakeholders based on good corporate governance, UAC code of ethics and Stakeholders’ Policy and Guidelines, to ensure that UAC has a proper policy determining responsibility, guideline, and regulation as a tool to prevent corruption from all business transactions of UAC Group. UAC has arranged a written guideline called “Anti-corruption Policy” in order to prudently make a decision on any course of action that could possibly lead to corruption and to serve as an apparent guideline in performing business and effectively developing to sustainability organization.

Anti-corruption Definition

Corruption means any types of bribery; an offering, giving, promising or agreeing to give, demanding or accepting money, assets, or other inappropriate benefits from the government officers, government sectors, private sectors, or responsible person either in direct or indirect action so that such person could proceed or disregard his/her function in order to acquire, retain the business, recommend specific company to the entity, or achieve any improper benefits in business transaction. Exception shall be applied in case of laws, regulation, statement, standard, custom, or business traditions enable to do so.

Anti-corruption Policy

Directors, Executives and staffs of UAC Group are prohibited from operating or accepting every type of corruption both in direct or indirect manner covering every business in every country. The Anti-corruption Policy is needed to be reviewed regularly, including with a possible revision of such policy and implementation provision in order to accord with business changes, regulation, standard, and laws.

บริษัท ยูเอซี โกลบอล จำกัด (มหาชน)

เลขที่ 1 อาคารทีพีแอนด์ที ชั้น 19 ซอยวิภาวดีรังสิต 19 ถนนวิภาวดีรังสิต แขวงจตุจักร เขตจตุจักร กรุงเทพฯ 10900
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Website : www.uac.co.th Email address : uacc@uac.co.th



Roles and Responsibilities

1. The Board of Directors is responsible for determining the policy, monitoring, and forming an effective system supporting Anti-corruption act in order to affirm that the Executives intensively concerns, emphasizes, and cultivates Anti-corruption mindset as the company's culture.
2. The Audit Committee is responsible for revision of financial and accounting reports, internal control and internal audit function so that such operations are concise, appropriate, effective, and conformed to global standard.
3. Chief Executive Officer, Presidents, Executives are responsible for determining Anti-corruption system, promoting, and encouraging Anti-corruption manner conveyed to all staff and related parties. This also includes reconsideration on system or regulation in order to best adjust with business changes, regulation, standard, and laws.
4. Internal Audit Division is responsible for auditing, assessment, and evaluations in business transactions whether they are accurate and complied with guidelines, Approval Authority, standard and laws, in such monitored department in order to assure that the internal controls are sufficient and suitable for probable risk in corruption. This shall be directly reported to the Audit Committee.

Anti-corruption Guidelines

1. The Board of Directors, the Executives and staffs of UAC Group in every level must follow with Anti-corruption Policy and UAC Code of Ethics by avoiding involving with any course of corruption in direct or indirect manner.
2. Staffs of UAC Group shall not be negligent in any corruption conditions involved directly with UAC Group. All staffs must notify such act to supervisors or responsible person, including collaborate with investigation. Any queries or questions are needed to be consulted by the supervisor or a responsible person who monitors the UAC Code of Ethics compliance provided in particular channels.
3. UAC shall provide fairness and safeguard to staff who denies or informs corruption cases relating to UAC Group by applying Protection Policy for appellant or persons who incorporate with Anti-corruption information as stated in the Fraud Protection Policy. A person who commits the corruption is needed to consider discipline followed by UAC standard. Conviction on laws may be applied in case such act violates the laws.
4. UAC commits to create and sustain organization's culture representing that corruption is unacceptable in every business transaction dealing with both public and private sectors.

บริษัท ยูเอซี โกลบอล จำกัด (มหาชน)

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5. UAC realizes the importance of dissemination, knowledge sharing, and communications with staffs of UAC Group as well as other people who involve or affect UAC Group so that those parties shall conform effectively to this Anti-corruption Policy.

Provision in Implementation

1. This Anti-corruption Policy covers to Human Resource Management process starting from recruitment, promotion, training, evaluation, and benefits provided to staffs. Every supervisor in every level must communicate to staff in order to apply in business transaction under their responsibility and to monitor such implementation to be the most effective.
2. Implementation on Anti-corruption Policy should be followed by guidelines in the UAC Code of Ethics, Corporate Governance Policy, Fraud Protection Policy, Stakeholders' Guidelines, standard, related operation manual, and additional guidelines which will be formulated afterward.
3. To clarify the attention on processes which incur a high risk in corruption, the Board of Directors, the Executives, and staffs of UAC Group must conform carefully in the following course of action.
 - 3.1 Gifts, Hospitality and Expenses: Giving or accepting gifts, entertainment and hospitality activities must be complied with the UAC Code of Ethics.
 - 3.2 Charitable Contribution or Aid: Granting contribution or receiving the aid must be transparent and in accordance with stipulated laws by confirming that such transaction shall not be claimed as a bribery act.
 - 3.3 Business Relation and Procurement Process with the Public Sector: All types of bribery or illegal payments are prohibited in all business transactions, UAC operation, and connection to the government. Such implementation must be proceeded transparently and in alignment with related laws and regulations.

Please be informed accordingly.

Announced on January 3, 2018

- Signature -

(Mr. Kitti Jivacate)

Chief Executive Officer

บริษัท ยูเอซี โกลบอล จำกัด (มหาชน)

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