



ANTI CORRUPTION POLICY

Public on Nov 11, 2022

**R&B FOOD SUPPLY
PUBLIC COMPANY LIMITED**



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1. Introduction

R&B Food Supply Public Company Limited (hereinafter referred to as the “Company”) adheres to the principle of conducting business transparently by using the principles of compliance with Thailand's laws in combating corruption. The company will not accept corruption in all forms The company has created procedures to prevent corruption. and make the committee Executives and employees are able to deal with corruption. This is in order to comply with the policy. The company regularly reviews policies and proce dures. To comply with business or legal changes All directors and executives or employees must generally comply with this policy . Including communicating to external stakeholders who have interests. To prevent corruption

2. Definition

Company means R&B Food Supply Public Company Limited, including subsidiaries, associated companies.

Company personnel means directors, executives, and employees of the company.

Director means directors of the company

Executive Refers to the chief officer level and above.

Employee Refers to employees next in line from management. Even though they are regular employees contract employee and temporary employees of the company

Partners Refers to buyers , sellers of goods and services to the company.

Stakeholders Refers to shareholders, customers, trading partners, creditors, employees, business competitors, the government sector, as well as organizations and other related people in society

Corruption Refers to the abuse of authority and duties in order to obtain undue benefits. Giving or receiving a bribe Regardless of whether it is in any form By making offers, promises, promises, demands , giving or receiving money. Property or any other benefits that are not validly given to government officials or government agencies private agency or those who have duties, whether directly or indirectly To cause the said person to act or refrain from performing his duties. or to obtain or maintain an improper business advantage.

Gift Refers to various items that the company receives or gives to third parties, such as product sellers, service providers, and government agency officials. financial institutions, state enterprises, government organizations, other agencies, or individuals To create a relationship

that is possible to do at a value that Appropriate and in accordance with relevant traditions and laws.

Entertainment Refers to expenses for business entertainment, such as food and beverage entertainment.

Entertainment in the form of sports and other expenses that is directly related to business practices or trade customs Including providing business knowledge and understanding entertainment can do But it must be a reasonable expenditure. and does not affect the Make decisions in performing work or cause conflicts of interest.

Providing support refers to support money paid to customers, business partners, etc. that have business objectives. Company's famous brand or strengthen business relationships

Donation Refers to activities that involve spending without tangible rewards. Such as donations for public benefit to pay for project expenses or activities or any business. To benefit communities, society, and groups of people, whether directly or indirectly. The company may not receive tangible returns.

Supporting political parties mean financial assistance or another format directly or indirectly to support political activities Support political parties, politicians, election candidates, or political actors.

Conflict of interest Refers to any action that will cause one to have a vested interest or conflict of interest with the company group. Whether it is from contacting those involved in the business of the group of companies or from using opportunities or information gained from being an employee to seek personal benefits and doing business that competes with the group of companies. or working other than the work of the company group which affects the work on duty

Facilitation payments refer to small expenses paid informally to government officials . and is given to ensure that Government officials will carry out the process. or as an encouragement to act more quickly in a process that does not require the discretion of a government official and is an action that is within the duties of that government official. Including it is a right that a juristic person should already have according to law, such as applying

for or renewing a license. Request a certificate or receive public services, etc.

government official Refers to a person holding a political position. civil servants or local government employees who have a regular position or salary, employees or persons who work in state enterprises. public organizations or government agencies, etc.

Hiring government employees means that people from the government sector work in the private sector. causing the risk of corruption in terms of conflicts of interest of individuals who have roles and responsibilities in both organizations. By allowing officials of government organizations to perform supervisory duties in an impartial manner

3 . Anti-corruption policy

The company operates under the principles of good corporate governance. By adhering to the principles of good governance Business ethics Be responsible to society and all stakeholders. It is also committed to combating all forms of corruption in order to comply with good corporate governance principles according to international standards. which is consistent with the company's business operations and according to the law

The company prohibits all personnel in the company Conduct or accept support for corruption, both directly and indirectly. such as receiving or giving gifts, property, or any other benefits. to the person with whom he or she is coordinating business or receiving or giving which may influence the operations of the company in order to gain illegitimate benefits. Includes charitable donations. and political assistance to induce inappropriate action

4 . Structure of duties and responsibilities for anti-corruption



5 . Duties and responsibilities

Board of Directors Has duties and responsibilities in setting policies and supervising to have a system that supports effective and efficient anti-corruption to ensure that the management is aware of and gives importance to anti-corruption in all forms . and receive reports on the implementation of anti-corruption policies and measures.

Audit Committee Has duties and responsibilities for reviewing to ensure that the company has effective internal controls. Sufficiency and review of operations to ensure compliance with anti-corruption policy, regulations and related laws. Receive reports on operations in accordance with anti-corruption policies and measures. Receive reports of tips on corrupt actions. that people in the organization are involved in and inspect Facts as informed and presented to the Board of Directors for consideration and acknowledgment. and report the results of verification of operations according to policy and anti-corruption measures Propose to the Board of Directors

Risk Management Committee Has a duty to supervise and support risk management operations by assessing overall organizational risk. and assess corruption risks Including reviewing risk management measures. and report to the Board of Directors

Social Responsibility and Sustainable Development Committee Has duties and responsibilities for considering policies before presenting to the Board of Directors Supervise the company To work under the principles of corporate governance Support the preparation Anti-corruption policy by Provide advice on the preparation of policies, ethics, and manuals related to corporate governance work. As well as appointing people responsible for carrying out corporate governance operations in accordance with various policies, at the same time appointing Working group for creating a system (CSR) on fair operational practices To play a role in supporting the work of the Board of Directors in the area of anti-corruption.

Internal audit department This may be an internal agency or outsourcing internal audit work. Under the supervision of the Audit Committee Has duties and responsibilities to inspect and review operations to ensure they are in accordance with policy. Executing authority, guidelines, regulations and legal requirements of regulatory agencies to ensure that there is an appropriate and adequate control system. Including checking for potential corruption risks. according to the inspection plan and report to the Audit Committee

The executive team has duties and responsibilities. in promoting and support the enforcement of anti-corruption policies Communicate to employees and all relevant parties. Including proposing a review of the appropriateness of the system, measures, and procedures. To the Social Responsibility and Sustainable Development Committee

Human Resources Department Have roles and responsibilities in communication Policy guidelines regarding anti-corruption measures for all departments in the organization and those involved to follow up and report to the committee .

Company personnel Has a duty to follow the anti-corruption policy without getting involved in the matter. Corruption, whether direct or indirect

6 . Compliance with anti-corruption policy

For clarity in dealing with matters with a high risk of corruption , directors , executives, and employees at all levels must act in accordance with the anti - corruption policy . Be aware of corruption by not being involved in actions that constitute corruption , whether directly or indirectly , as follows :

Giving and receiving things , including entertainment

It is prohibited to give and receive items and entertainment that appear to be bribes or bribes , including gifts , Cash , checks , stocks, real estate , or similar items with government officials government agency Private agencies, business partners , customers , and all groups of stakeholders , both direct and indirect , in order to gain illegitimate benefits . unless giving and receiving things and entertaining is in accordance with customs, traditions, or social etiquette that is generally practiced . It must be done with transparency . Receiving and giving must not cause any disadvantage in order to obtained as a favor or benefit in return , resulting in a concession in a business agreement that is not appropriate for It affects business decisions and must comply with relevant laws . In giving company gifts , To maintain good relationships with business operators without expecting to receive specific services or compensation that are not in line with business ethics . Must be given in the name of the company only. It may be made as a gift with the company logo appropriate to the situation, such as giving gifts during the New Year festival, Chinese New Year or Songkran , etc. It must not be in the form of cash or cash equivalents .

Providing support

Funds to support activities must come from the actual project and the project results must be followed up. Make the project objectives successful. and create real benefits to meet the objectives of operations Including not being involved in reciprocal benefits for any person or agency. Except for the announcement of honor according to general business customs in providing financial support. A request form must be recorded. Specify the name of the recipient of the support and the purpose of the support along with all supporting documents to be submitted to the company's approval authority for approval according to the company's approval level.

Charitable donation

Charitable donations are part of the Company 's corporate culture , and the use of Company money or assets for charitable donations must be done in Name of the company group only The donation must be for charity. It must be a foundation, public charity organization, school, temple, hospital. that has a certificate or trustworthy name ; such donation must not expect compensation , whether directly or with an indirect hidden

purpose The company has a policy to donate money to charitable organizations. Consideration and approval by the committee In the appropriate order of steps

Political assistance

The company has no guidelines for providing political assistance to any political party , whether directly or indirectly . Therefore , the directors Executives and employees of the Company must not do anything related to politics on behalf of the Company or use the Company 's resources to carry out such actions. The company supports compliance with the law. And the democratic system of government holds that employees have rights and duties . To freely participate or support various political activities personally , doing so outside of business hours , without using company property etc. in such actions and avoid actions that cause others to understand that they are the actions of the Company .

conflict of interest

Executives and personnel must avoid actions that have conflicts of interest with the company or group of companies. Any action It must be reasonable. Based on actions for the benefit of the company Not against the law Related regulations Including good ethics If there are any actions or behaviors that are considered to be Conflicts of interest with the company must be reported in order to consider resolving them.

Facilitation payment

Executives and personnel are prohibited from paying for convenience. whether directly or indirectly Avoid or turn off opportunities that will put you in a facilitation payment situation. Including training and disseminating practical knowledge to personnel who may be involved or in situations where facilitation fees must be paid so that personnel can cope with such situations .

Hiring government employees

Hiring government employees must follow the steps. Prepare payment vouchers and payment of checks strictly in the accounting department's work manual Hiring government employees The purpose of support must be clearly stated. The company does not make payments to government agencies or any organizations in the name of individuals. It must be in the name of a legitimate organization only and payments

must receive a valid receipt or must have a letter . Thank you from that agency, including having to notify your supervisor if you are being asked for a facilitation fee in order to work together to find a solution.

Directors, executives and employees of the company Must not be neglected or ignored.

When witnessing actions that are considered to be corruption related to the company , you must notify your supervisor or a person The responsible agencies are aware and cooperate in investigating various facts . If you have any doubts or inquiries , please ask . Talk with the commander or person Agencies designated to perform duties responsible for combating corruption Through the channels that the company has specified , the company has provided measures to protect the complainant or those who cooperate in the notification . Clues to corruption.

communication

Communication companies Anti - corruption measures for subsidiaries , joint ventures , other companies with controlling power and business representatives . so that the 'company' Implement anti - corruption measures to be in accordance with the anti - corruption policy and be a good example . In the matter of honesty , ethics and good code of conduct , and it is the instillation of good conscience in the individuals in the organization and is a communication Communicate the anti - corruption policy to the public sector .

Carrying out internal audit work

The company has assessed corruption risks. and setting up an internal control system to deal with corruption. appropriate and consistent with risks in order to prevent and combat corruption of the company by the company's internal control system Covers finance, accounting, data storage and recording. Other processes in the company related to anti-corruption measures Including determining the authority to approve payments and receive money. From executives or the company's board of directors that are clear, transparent, able to be inspected and accessible.

The company has arranged for internal audit operations by using internal auditors (outsource). Come in and check. Operating according to the internal control system to be efficient, effective, and appropriate as designed. as well as preparing financial reports and verifying the internal control system. is appropriate and is always consistent with the Company's corruption risk situation.

7. Guidelines for anti-corruption policy

7.1 Guidelines for giving and receiving gifts and entertainment

The company operates under the principles of good corporate governance. Be transparent and treat all stakeholders equally. Avoid actions that may lead to discrimination. Therefore, policies and guidelines for giving and receiving gifts have been established. and entertainment To ensure that giving or receive a gift and entertainment or any other benefits It is transparent. without expecting benefits or anything else in return that may be considered to be all forms of corruption And it is the same standard. The company therefore has established a policy to adhere to as follows:

7.1.2 Giving and receiving gifts

7.1.2.1 Nature of the gift

Gifts refer to various items that the company receives or gives to third parties, such as product sellers. Service providers, officials of government agencies Financial institutions, state enterprises, government organizations, and other agencies or the general public To create a relationship that is possible at an appropriate value and according to tradition and related laws

7.1.2.2 Principles and practices of giving and receiving gifts

1. Giving and receiving gifts can be done according to traditions and in a transparent manner. and must not affect the operations and business decisions of the company without expecting benefits or anything else in return and without the Company's personnel demand or request
2. Giving and receiving gifts must be in accordance with relevant laws. and should be carried out to the same standard so as not to cause discrimination.
3. Giving and receiving gifts must be done on behalf of the company only.
4. Giving and receiving souvenirs for business advertising or general sales support items that have a small value This can be done such as a calendar, diary, pen with the company brand, a gift or Baskets during various festivals Trophy, shield of honor etc.

7.1.2.3 Methods of giving gifts

1. The requesting agency presents details of the gift to request approval from the authority according to the level. Approval authority in the company's approval authority manual
2. The person with approval authority reviews the details of the gift. To ensure the purpose of gift giving and consider and approve If requesting a gift is in accordance with the company's guidelines
3. The requesting agency brings evidence of the gift, such as a receipt, etc., to the accounting department as evidence of the gift.
4. The accounting department reviews evidence of gift giving. If the evidence is not enough Notify the requester to request further information or explanation. If it is proved that the gift giving does not comply with the policy and Company guidelines or use it as an excuse or route for corruption The company will punish offenders according to the highest measures.
5. internal auditors review the gift process annually. To ensure that the gift giving process is efficient, effective and has appropriate internal controls.

7.1.2.4 Practices for accepting gifts

1. Company personnel and/or their families do not solicit or accept gifts. or any other benefits from contractors, subcontractors, customers, business partners, or people involved with the company's business in any case. It may affect the decision to perform duties with bias or embarrassment or conflict of interest.
2. In cases where it is necessary to receive gifts, souvenirs, or any other benefits and cannot be returned Have employees report to supervisors. According to the form for reporting receipt of gifts, property or any other benefits. You can see the details in Attachment 1 and submit the gift receipt form that the secretary of the working group to develop the CSR system for fair operations practices along with the said report form. to keep as evidence (Such documents can be sent via email giftreceive.cac@rbsupply.co.th)

- 2.1 In the case of consumable items with an expiration date of less than 1 month, it is at the discretion of the department commander who receives the gift in management.
- 2.2 In the case of calendars and diaries used as public relations media of the agency. Employees can be accepted as personal items
- 2.3 In the case of receiving gifts or souvenirs on behalf of the organization to the organization, such as signing a personal gift, cooperation, etc., this can be done. However, such gifts and souvenirs are the property of the company .

7.1.3 Certification

7.1.3.1 Characteristics of the entertainment fee

Hospitality expenses refer to food, beverage, lodging, transportation, and travel expenses or other expenses paid for entertaining outsiders related to the Company. and is a certification for the company's business to build relationships and according to tradition and related laws

7.1.3.2 Criteria for certification

1. Certification can be done according to tradition and in a transparent manner. But it must not affect the operations and business decisions of the company. without expecting any benefit or anything else in return and without the Company's personnel requesting or requesting it
2. Certification must comply with relevant laws. and in accordance with the company's relevant policies, the certification must be made on behalf of the company only.

7.1.3.3 Certification procedures

1. The requesting agency presents details of customer certification to submit for approval from the authorized person. According to the approval authority level and according to the company's approval authority manual.

2. The approval authority reviews certification details. To ensure the purpose of certification and consider and approve If the certification is in accordance with the company's policy and send the documents to the accounting department for further processing.
3. The accounting department reviews certification evidence. If the evidence is not enough Notify the requester to request further information or explanation. If it is proven that the certification does not comply with the company's policies and practices, or Use it as an excuse or a path for corruption. The company will punish offenders according to the highest measures.
4. The company's internal auditors inspect the process. Certify that the rules and procedures are followed. annually To ensure that the certification process is Effective efficiency and appropriate internal controls

7.2 Guidelines according to the financial support policy

Providing financial support on behalf of the company to support the project The objective is for brand business. good image or the reputation of the company It must be proven that the applicant for financial support has actually carried out the activities according to the project. and is carried out to achieve the objectives of the project without expecting benefits or anything else in return that could be considered corruption. Therefore, the company Therefore, a policy has been established to adhere to as follows:

7.2.1 Nature of financial support

Providing support means support money paid to customers, business partners, etc. with objectives. For business, brand and reputation of the company or strengthen business relationships

7.2.2 Criteria for providing financial support

1. Use of the company's money or assets for support There must be an objective to support the success of the project's objectives as well as a good business image. and reputation of the company without expecting any benefit that could be considered corruption.
2. Providing financial support must be consistent with the company's relevant policies.
3. Providing financial support must be done in the name of the company only.

7.2.3 Procedures for providing financial support

1. The requesting agency presents details of the request for grant disbursement. to propose for approval from Authorized persons according to the level of authority approved according to regulations
2. The person with approval authority reviews the details of funding. To ensure that the purpose of giving Support funds are in accordance with the company's guidelines. and consider and approve
3. The requesting agency brings evidence of funding, such as a thank you letter from the receiving agency. Support receipts, etc., sent to the accounting department. as evidence of financial support After providing financial support according to regulations
4. The accounting department reviews evidence of financial support. If the evidence that the requester provides is insufficient Notify the requester for additional information or clarification. If it is proved that the grant of support is not in accordance with Company's guidelines or use it as an excuse or route for corruption, the company will punish Offenders according to the highest measures
5. internal auditor The company is responsible for inspecting the funding process. To ensure that the financial support process is efficient, effective, and Appropriate internal control

7.3 Guidelines according to donation policy

To ensure that donations on behalf of the company It is transparent. According to the company's regulations and legally without expecting benefits or anything else in return that may be considered corruption Therefore, the company Therefore, a policy has been established to adhere to as follows:

7.3.1 Nature of donation

Donation means Activities that involve spending without tangible rewards. Donating for public benefit means spending on a project or activity or any business. To benefit communities, society, and groups of people, whether directly or indirectly. The company may not receive tangible returns.

7.3.2 Criteria for donation

1. Donations: There is a clear objective for donations. Must not be involved with benefits for any individual, agency, or group of individuals, or be improperly Used as an excuse to accept bribes It is transparent. and according to the law that may It can be considered corruption.
2. Donations must comply with the company's relevant policies.
3. Donations must be made in the name of the company only.

7.3.3 Methods of donation

1. The requesting agency presents details of the donation disbursement request to submit for approval from the authorized person. According to the approval authority level according to regulations
2. The person with approval authority reviews details of disbursements for donations. To ensure that the purpose of the donation is in accordance with the company's guidelines. and consider and approve
3. The requesting agency brings evidence of donation, such as a thank you letter from the donation receiving agency. Receipts, etc., sent to the accounting department. as evidence of donation After making a donation according to regulations
4. The accounting department reviews evidence of donations. If the evidence provided by the requester is insufficient, notify the requester to request additional information or explanation. If it is proved that the donation does not comply with the Company's guidelines. or used as an excuse or route for corruption, the company will punish offenders according to the highest measures.
5. The company's internal auditors inspect the process. Donate annually To ensure that the donation process is efficient, effective, and has appropriate internal controls.

7.4 Guidelines for political support policy

The company conducts business neutrally. There are no guidelines for giving political assistance to any political party. Whether directly or indirectly, therefore, directors, executives and employees of the

company Must not do anything related to politics on behalf of the company. or use Company resources to do so.

The company supports compliance with the law. and democratic governance It is considered that employees have the right and duty to participate or support various political activities. freely and personally By doing it outside of business hours Do not use company property In such actions and avoid actions that cause others to understand that it is the Company's actions.

7.4.1 Characteristics of political support

support means giving money, property , other benefits, or places to facilitate (accommodation, reception, etc.) Meeting place gathering places) for political parties, politicians, or people related to politicians To support general policy or specific without doing anything contrary to the law or have a negative effect on the community, society, or nation or cause division in society whether directly or indirectly

7.4.2 Criteria for political support

1. Directors, executives and employees of the company Have political rights and freedoms according to the law but will not take any action that causes the company to lose its neutrality or has suffered damage from political involvement
2. Directors, executives and employees of the company are prohibited from approving the company's financial transactions. create political support
3. Executives are prohibited and employees of the company take any property, equipment, or tools of the company to use for the benefit of any political action
4. The Company has no guidelines for providing political assistance to any political party. whether directly or indirectly

7.4.3 Methods of political support

1. The company is a politically neutral organization. Do not support political activities of political parties. political group or any politician whether directly or indirectly

2. Company personnel have the right to participate in political activities on their own behalf outside of working hours. Not on behalf of the company Including not using company resources to support political activities of political parties. political group or any politician
3. Company personnel should avoid expressing political opinions which may lead to conflicts within the company.
4. The company's internal auditors inspect the process. Ensure that the procedures are followed annually To ensure that No political support and efficiency, effectiveness and appropriate internal control

7.5 Guidelines according to the conflict of interest policy

The Company has a policy that prohibits directors, executives, and employees from taking advantage of their positions as directors, executives, or employees of the Company. Seeking personal gain and/or related persons Therefore, a policy has been established to adhere to as follows:

7.5.1 Nature of conflict of interest

Conflict of interest means any action that will cause one to have an interest or conflict of interest with the company group. Whether it arises from contact with those involved in the business of the group of companies. or from using opportunities or information learned from being an employee in seeking personal benefits and doing business that competes with the group of companies or work other than the work of the company group which affects the work on duty

7.5.2 Criteria for conflicts of interest

1. Avoid making transactions related to yourself and/or related parties that may cause conflicts of interest with the company.
2. In cases where it is necessary to make the transaction for the benefit of the company Make that transaction as if you were making a transaction with a third party who has a commercial agreement in the same way that a reasonable person would do with a general contracting party with trade bargaining power without the influence of being a director, executive or other person. Relevant and must not be involved in approval consideration and must comply with

the regulations of the Stock Exchange, and the Securities and Exchange Commission regarding disclosure of information regarding connected transactions.

7.5.3 Conflict of interest procedures

1. Avoid making transactions related to yourself and/or related persons, that may cause conflicts of interest with the company and its subsidiaries and do not act in any manner which is contrary to the interests of the company or subsidiary company Or is it the pursuit of personal gain? and/or related persons and strictly follow the company's code of conduct
2. In the case of a normal transaction with a trade agreement with general trade conditions in the manner that a reasonable person would deal with a normal counterparty in the same situation. With trade bargaining power without the influence of having the status of a company director, executive or related person as approved in principle by the board of directors. Prepare a summary of the said transactions for the Audit Committee and the Board of Directors to acknowledge, and provide opinions every quarter where such transactions are made
3. Other transactions that are connected transactions which are not normal transactions are for the Audit Committee to consider and give opinions on the necessity of entering into, items and the appropriateness of the price of that item first and proceed according to the rules related to related transactions according to the Securities Law, and the Company's policy on connected transactions and report the opinions of the Audit Committee to the meeting of the Board of Directors.
4. Directors and executives must disclose and submit information on their interests and those involved by reporting to the company secretary, and the Company Secretary sends this report on the interests of directors and executives to the Chairman of the Board. The Chairman of the Audit Committee signs the acknowledgment on a regular basis. Quarterly to be aware of relationships with companies, subsidiaries, individuals, and juristic persons in ways that may cause conflicts of interest.
5. Company directors must not attend the meeting on the agenda, and does not participate in expressing opinions and approvals in Matters in which one has an interest or conflict of interest, both directly and indirectly To ensure that the decisions of the Board of Directors and executives are fair. For the true benefit of shareholders

6. Management level executives from department managers and up (or equivalent) in order to comply with good corporate governance policy. Therefore, all management level executives and employees involved in operations are required. Has a duty to report conflicts of interest. As soon as the transaction occurs and/or report conflicts of interest. Regularly at the end of every year by reporting to the Chief of Staff which the Chief of Staff is responsible for surveying and report to the Chief Executive Officer regularly or at least once a year.
7. For the benefit of monitoring conflicts of interest of the Company's directors and executives or related persons. which has a conflict of interest between the Company and its subsidiaries. Transactions between the Company and its subsidiaries are required to be reported. with persons who may have conflicts of interest on a quarterly basis to the Audit Committee and report the opinions of the Audit Committee to the meeting of the Board of Directors on a quarterly basis.

7.6 Guidelines for facilitation payment policy

7.6.1 Facilitation payment policy

To ensure that the company is transparent and treats all stakeholders equally. Avoid actions that may lead to discrimination. The company therefore has no policy to pay facilitation fees. By all company personnel Must be strictly carried out according to the guidelines set by the company. Therefore, the guidelines are set out as follows:

7. 6.2 . Nature of facilitation payments

Facilitation payments refer to small expenses paid informally to government officials. and is given to ensure that Government officials will carry out the process. Or is it an encouragement to act more quickly? The process does not require the discretion of government officials. and it is an action that is in accordance with the duties of that government official. Including it is a right that a juristic person should already have according to law, such as applying for or renewing a license. Request a certificate or receive public services, etc.

7. 6. 3 Practices for paying facilitation fees

The company conducts business with transparency and follows various rules and procedures, required by law No payment policy Facilitation fees in any form Both directly and indirectly to motivate to act Do not act or delay actions that affect the Company's operations. The Company will arrange to communicate such prohibitions to Company employees, and those who have Business related to the company Everyone is informed.

7.7 Guidelines for hiring government employees

7.7.1 Characteristics according to government employee hiring policy

Hiring government employees means that people from the government sector work in the private sector. This may cause a risk of corruption. In terms of the conflict of interests of the individuals who have roles and responsibilities in both organizations, causing officials of state organizations to perform their supervisory duties in an impartial manner.

7. 7. 2 Criteria according to government employee hiring policy

1. The company does not have an employment policy, or hire government employees who are still in positions at government agencies to work with the company
2. If the person the company will hire or accept to work with the company has previously been a government employee The person must not be a government employee or have worked for a regulatory agency directly related to the company. It has been not less than 1 year since the date of retirement from being a government employee. Before applying or being accepted as an employee
3. Hiring or choosing to recruit people who were former government employees Working with the company requires a selection process, background check Employment approval determination of compensation To ensure that it will not be in return for obtaining any benefits. Providing benefits to companies that are at risk of corruption The company has set guidelines for recruiting and selecting people who were former government employees as follows:

- Persons who will serve as directors will have the company secretary verify the information. To report to the Board of Directors in considering and approving the appointment.
 - Persons who will work in the positions of executives, consultants, employees, employees of the company must carry out recruitment and information verification. By the Human Resources Department and then report to the Deputy Chief Executive Officer. or through the Chief Executive Officer to approve hiring
4. Personnel who were previously government employees who were selected Serve as directors, executives, employees, and employees of the company. or company consultant Must prepare a conflict of interest report form. To report personal information related to company interests According to the guidelines on conflicts of interest

7.7.3 How to follow the government employee hiring policy

1. The company does not hire or appoint government officials who are still holding positions in the government sector. Came to work in the position Work with related responsibilities or risk having a conflict of interest
2. Specify a cooling - off period of one year for the appointment of former government officials who have left their positions. or persons who have previously worked for regulatory agencies directly related to the company, excluding government officials As specified by the NACC in accordance with the Organic Act on Prevention and Suppression of Corruption 2018, Section 126 and Section 127.
3. There is a process for checking the history (Due Diligence) of the people the company will select to appoint to the positions of directors, consultants, and executives of the company. To examine what may be a conflict of interest before appointing
4. Specify prohibitions on performing duties and procedures. To prevent the abuse of power or Issues with conflicts of interest, such as disclosing secrets of government agencies to which they were formerly affiliated, lobbying to gain benefits in an illegal way Being assigned to contact the same agency that you used to belong to, etc.
5. There is transparency in the appointment. By disclosing the names and history of persons who were former government officials who were appointed as advisors/committees. /Executives of the company and specify the reasons for appointing those people in the company's publications.

6. In the case where there are personnel in the company working on government policy, it is when personnel from the private sector who have Business experience to help work on policy It may be useful in making business or government policy decisions. Get a new perspective In considering various problems It may create a risk of corruption. Therefore, there are the following guidelines.

- There is disclosure of information about the company's personnel who serve in government policy work. along with the reasons for holding the position or acting in policy work and published in company documents To achieve transparency
- Specify prohibitions on performing duties and procedures. To prevent the abuse of power or Issues with conflicts of interest, such as disclosing secrets of government agencies that have been involved in lobbying duties to gain illegal benefits, etc.
- If the performance of duties of Director/Advisor/Executive/Employee The company's position in a government agency may cause clear conflicts of interest, for example, the company's executives hold positions in the government. Such individuals should be required to consider resigning from their positions in the company. To achieve transparency

7 . 8 Guidelines for dealing with persons involved in business

7 . 8 . 1 Characteristics of persons involved in business

Persons involved in business mean shareholders, customers, trading partners, creditors, employees, business competitors, the government sector, as well as other related organizations and people in society.

7 . 8 . 2 Criteria for persons involved in business

The company has a policy to communicate various information. About anti-corruption For employees, shareholders, customers, partners, agents, and all groups of stakeholders and business stakeholders as well as subsidiaries, associated companies, and other companies that the Company has control over are informed through the Company's various communication channels.

7 . 8 . 3 How to treat people involved in business

1. The company requires the dissemination of information regarding anti-corruption. continuously, including promoting and support activities for all involved parties to take action regarding anti-corruption.
2. The company must notify and support its subsidiaries, associated companies, and other companies that the company has authority to control. Control and implement anti-corruption guidelines.
3. The company will arrange for the procurement of products with fairness and transparency. Including conducting an evaluation to Select vendors strictly according to procurement regulations. The company will notify vendors who provide services. Acknowledge the anti-corruption policy and measures.
4. The company reserves the right to cancel purchasing and hiring if it is found that sellers, service providers, and contractors are committing corruption or bribery.
5. The company has a process to examine the sales and marketing operating systems and procedures. Including the procurement of supplies. and make contracts regularly, including assessing the risk of corruption and manage to have appropriate solutions.

7.9 Human resource management practices

7.9.1 Characteristics of human resource management

Company personnel means directors, executives, and employees of the company. And the company has human resource management to support the anti-corruption policy to be effective and prevent all forms of corruption. By applying the anti-corruption policy to the human resource management process.

7.9.2 Criteria for human resource management

The company applies an anti-corruption policy starting from the recruitment process, employee selection, and performance evaluation. promotion and giving rewards The employees must not commit any corruption offenses. Human resource management must provide knowledge and create awareness in order to understand anti-corruption. There must be orientation, training, and knowledge testing regarding the anti-corruption policy and explaining the penalties of the anti-corruption policy to employees, including not

demoting, punishing, or giving negative results. To employees who deny corruption Even though that denial will cause loss of business opportunities

7.9.3 Human resource management practices

1. The company has a human resource management process. Since recruiting personnel selection Promotion, training, employee performance evaluation and giving rewards By requiring supervisors at all levels to communicate and understand employees about anti-corruption policies and measures. To be used in business activities under responsibility and control to ensure efficiency.
2. The company provides an orientation process for new employees. To provide employees with an understanding of anti-corruption guidelines and expectations of the company and know the punishment If employees do not comply with this measure
3. The company provides a continuous training process. To employees at all levels in order to truly understand About anti-corruption measures Company expectations and know the penalties if employees at all levels This measure is not followed.
4. The company has a human resource management process. that provides fairness and protection to employees who refuse or report corruption related to the company There will be no demotion, punishment or negative consequences for employees. Even though that action will cause the company to lose business opportunities. The company provides a channel for reporting whistleblowing and safe protection for whistleblowers. When employees want to report information or clues Including when employees need advice about following anti-corruption measures.

8 .Communication and disclosure of information

The company promotes communication through various channels so that employees and those involved can find out more about corruption.

1. The company has many channels for providing knowledge. such as public relations media in the company and online media to make employees aware Know and understand corruption.
2. The company provides knowledge about corruption to the board of directors. Executives and employees to promote honesty, integrity , and responsibility in fulfilling their duties and responsibilities, including communicating the company's commitment.

9 .Corruption risk management

The company recognizes that good corruption risk management is an important foundation of sustainable business operations. Create confidence that business operations can achieve their goals under changing environments. Responding to the needs of all groups of stakeholders in a balanced way and prevent losses that may occur from uncertainty As well as seeking opportunities to add business value to maintain the organization's competitive potential in the future. Therefore, a risk management structure was established. which is supervised by the Risk Management Committee Ensure effective risk management throughout the organization. By reporting to the Board of Directors At least 1 time per year

10. Internal control and inspection of compliance with anti-corruption policy.

1. The company has an internal control system. In order for the Company's operations to be appropriate and efficient, including compliance with relevant laws and government regulations. and in order to reduce Corruption risk Therefore, there is an internal audit system to ensure reasonable confidence that Existing internal control systems can help the company achieve its goals.
2. The company requires the internal supervision and audit department to prepare an audit plan at least once a year . The audit plan will be approved by the Audit Committee.
3. The company will maintain an effective internal control system to combat corruption. which covers Checks and balances between each other in accounting Data storage including various business processes related
4. The company has established procedures for reporting inspection results and reporting urgent issues as follows:
 - Internal auditors are required to report audit results and issues found at least annually. Once per Audit Committee
 - After reporting the inspection results The internal auditor will discuss the internal control results with the audit committee. To proceed with finding appropriate internal control methods.
 - If it is found that there is an urgent issue The internal auditor will report this directly to the Audit Committee Chairman immediately.
 - The Audit Committee will be responsible for reporting the audit results to the Board of Directors.
5. Data storage
 - The Company has a policy to comply with standards, principles, and applicable laws regarding the reporting of accounting and financial information.

- All types of expenses must have supporting documents. It is approved according to the approval authority. Including the storage and maintenance of the company's data must be in accordance with relevant laws and regulations.
- the recording of false, unprincipled, incomplete, inaccurate, or manipulated information and must not have accounts outside the financial statements to support or conceal improper payments .

11 . Complaint channels and whistleblowing

Policy for reporting wrongdoing Guidelines for management and measures to protect complainants

The company has put in place measures to receive complaints or provide clues. about illegal acts or violate the anti-corruption policy, corruption, or behavior that may indicate corruption by directors and executives. or employees in the company Including appropriate protection measures for those who make complaints or report information. By the Board of Directors The Audit Committee has been assigned to consider complaints and determine Audit Committee and Company Secretary Serves as a complaint receiving unit or report information on actions that may lead to suspicion of fraud or corruption. or or violation of the anti-corruption policy Both directly and indirectly The company has a process to protect those providing information. and give importance to keeping complaints secret To create confidence for complainants and stakeholders in participating in monitoring the interests of the company.

11 . 1 Reporting complaints

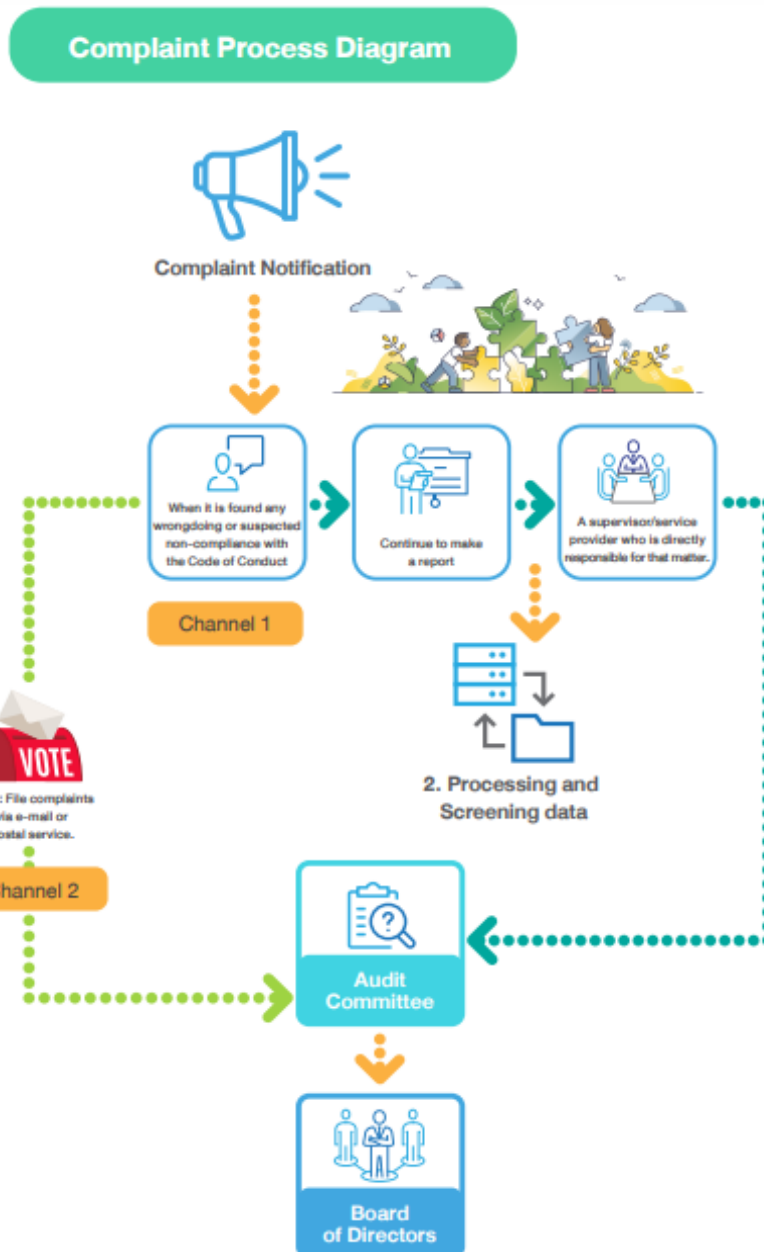
If you see an action that is suspected of violating or violating the anti-corruption policy or behavior that may indicate corruption or to report urgent issues discovered You can ask questions. or report to the responsible person according to the following steps

11.1.1 Solution 1

- When finding wrongdoing or suspicions about illegal activities or violates the anti-corruption policy or behavior that may indicate corruption. Those who witness Report to the supervisor/executive responsible for the matter.
- Supervisor/Executive Report directly to the Audit Committee to investigate the process. and filter complaints
- The Audit Committee reports complaints to the Board of Directors' meeting.

11.1.2 Solution 2

- When finding wrongdoing or suspicions about illegal activities or violates the anti-corruption policy or behavior that may indicate corruption. Anyone who sees it can report a complaint through the following channels. E - mail or postal mail
- Audit committee to investigate processing and filter complaints
- The Audit Committee reports complaints to the Board of Directors' meeting.



11.2 Procedures when receiving complaints

11.2.1 Gather facts

The recipient of the complaint will collect facts in writing or documents related to the violation, or violate the anti-corruption policy by yourself or assign relevant senior executives to take action.

11.2.2 Process and filter information.

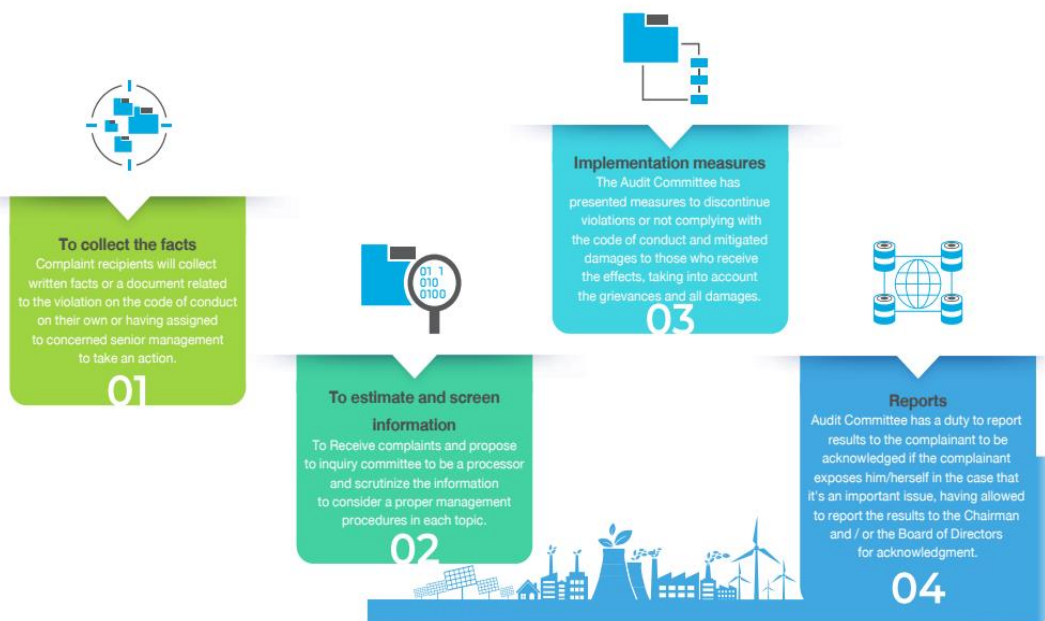
Receive complaints Propose to the committee to inspect and investigate to become a data processor and sifter . to consider the steps Appropriate management methods for each matter

11.2.3 Operational measures

The Audit Committee proposes measures to suspend violations, or violates the anti-corruption policy and alleviate the damage to those affected. Taking into account the suffering and lost it all

11.2.4 Report results

Audit Committee Has a duty to inform the complainant of the results. If the complainant reveals himself in an important matter, report the results to the Chairman of the Board, and/or the Board of Directors are informed



11.3 Channels for reporting complaints and suggestions

- Mr. Rattana Dankul, Independent Director/Chairman of the Audit Committee ac@rbfoodsupply . co . th
- Mrs. Benjawan Rattanaprayoon, Independent Director/Audit Committee Member ac@rbfoodsupply . co . th
- Mr. Supasin Suriya, Independent Director/Audit Committee Member ac@rbfoodsupply . co . th
- Mr. Surachai Pratchayanotai, Company Secretary/Secretary of the Audit Committee comsec@rbsupply . co . th

or contact the company secretary By sending via post to the Company Secretary, No. 9 Soi Pho Kaeo 3 Yaek
17, Khlong Chan Subdistrict, Bang Kapi District, Bangkok 10240

11 .4 Measures to protect those who make complaints or report clues.

In order to protect the rights of complainants and whistleblowers who act in good faith.

The company has therefore developed measures to protect complainants. with the following criteria:

- Complainants can choose not to reveal themselves if they consider that disclosure would be unsafe. But if you reveal yourself, it will allow the organization to report progress and clarify the facts.
- The recipient of the complaint will keep relevant information confidential. Consider safety
The company has specified Measures to protect employees who make complaints and/or those who provide information and/or cooperation in Verify information to be protected from unfair treatment such as changing positions, job descriptions, workplaces, suspensions, intimidation, and interference with work. Termination due to cause of complaint
- Those who have suffered damage will receive relief through a process that is thorough, appropriate and fair

12 . Monitoring, reviewing and evaluating

The company requires all supervisors to Every level is responsible for monitoring and ensuring that personnel comply with the anti-corruption policy and policy guidelines. and is considered part of employee discipline Company personnel Must understand and follow the anti-corruption policy in every step of operations. If there is any doubt about the activities performed or any business transactions. It may violate or go against the anti-corruption policy and policy guidelines. Must report such information to Responsible supervisors/executives or related persons via channels for complaints and whistleblowing. In addition, the company regularly reviews its anti-corruption policy and policy guidelines every year. To consider in accordance with changing situations, risks and laws.

13 . Punishment

The company will punish those who violate compliance with the anti-corruption policy. including supervisors Directly ignores wrongdoing or acknowledges wrongdoing but does not take action. Manage it correctly which is punishable according to relevant laws as well as the disciplinary penalties specified at Company work regulations and not being aware of this policy or related laws cannot be used as an excuse for non-compliance. If it is found that there is damage to the company The company will take legal action to the utmost.

Additional documents

Report on receipt of gifts, assets, or other benefits

Date _____

Dear _____ (Supervisor)

I (Mr. / Mrs. / Miss) _____

Position _____ Department _____ received a gift, property , or Other
benefits are as follows:

1. _____ from a company / person _____
2. _____ from a company / person _____
3. _____ from a company / person _____

Therefore, I would like to ask for your consideration. Any such gifts, assets, or other benefits will be delivered to the secretary of the CSR system development working group on fair operational practices.

By date: _____

Reporter's signature _____

(_____)

Commander's opinion

acknowledge

Others _____

Supervisor signs: _____

(_____)

Position : _____

Date : _____

Form for reporting gifts, property, or other benefits

Date _____

Dear _____ (Supervisor)

I (Mr. / Mrs. / Miss) _____

Position _____ Department _____ has given gifts , property , or Other
benefits are as follows:

1. _____ Company / Person _____
2. _____ Company / Person _____
3. _____ Company/Person _____

Therefore, I would like to ask for your consideration. Any such gifts, assets, or other benefits will be delivered to the secretary of the CSR system development working group on fair operational practices.

By date: _____

Reporter's signature _____

(_____)

Commander's opinion

acknowledge

Others _____

Supervisor signs: _____

(_____)

Position : _____

Date : _____

Signed form for acknowledgment and compliance

I Receive and read the anti-corruption policy and guidelines. R&B Food Company Supply Public Company Limited

I understand, acknowledge and consider it a principle of conduct for further operations.

The employee's name is _____

(_____)

Employee ID : _____

Position: _____

Department: _____

Date : _____

Note:

The acknowledgment form has been signed and complied with. Please return it to the Company Secretary, or human resources department and can download the anti-corruption measures manual On the company's web page