

Peace and Living Public Company Limited
Anti-Corruption Policy

Peace and Living Public Company Limited (the '**Company**') realizes and places importance on managing and operating business in line with good governance principles. The Company adheres to operating its business with integrity and transparency, without corruption, and therefore has set guidelines for proper conduct of the Company's directors, executives, and employees in the form of anti-corruption policy to prevent corruption both inside and outside of the organisation.

1. Scope

This policy applies to directors, executives, staff, and all employees of the Company and its subsidiaries, and any person acting on behalf of the Company.

2. Definition

'Corruption' means use of acquired power or misuse of existing assets for the benefit of oneself, family, friends, persons related to oneself, or for any other undue benefits, which damages interests of others. Corruption may manifest itself in many forms, such as bribery, whether through giving, offering, promising to give, receiving, or requesting for money, assets, things, or any other benefits not appropriately to or from public or private officials, or persons on duty, whether directly or indirectly, so that persons act or refrain from performing their duties, resulting in obtaining or maintaining business, or any other benefits that are inappropriate in business.

3. Responsibilities

- 3.1 The board of directors has the duty and responsibility in formulating and approving anti-corruption policy, and to ensure there is an effective anti-corruption support system to ensure that the management is aware of the importance and implements the policy until it becomes the organization's culture.
- 3.2 The audit committee has the duty and responsibility to review that the Company and its subsidiaries have adequate internal control, and to review compliance with the Anti-Corruption Policy.

- 3.3 The chief executive officer has the duty and responsibility to establish a system that promotes, supports, and supervises to ensure that all employees and related parties comply with the Anti- Corruption Policy, and to provide regular reviews of the appropriateness and up-to-dateness of measures.
- 3.4 The internal audit unit has the duty and responsibility to audit and review that operations are in compliance with the policies and guidelines set by the Company and in accordance with relevant laws to ensure that anti- corruption systems of the Company and its subsidiaries are appropriate. The internal audit unit report the results of the audit and review to the audit committee.

4. Key Practices

- 4.1 The board of directors, executives, employees at all levels of the Company and its subsidiaries shall perform their duties with fairness and integrity, and shall maintain transparency in doing business with various departments, and such duties must be performed in compliance with the law. The board of directors, executives, employees at all levels of the Company and its subsidiaries are obliged to comply with the Anti-Corruption Policy which is in the Code of Conduct.
- 4.2 The board of directors, executives, employees at all levels of the Company and its subsidiaries shall encourage fair and honest treatment of business partners, and fulfill their commitments to stakeholders of the Company and its subsidiaries.
- 4.3 The board of directors, executives, employees at all levels of the Company and its subsidiaries shall encourage creating good conscience among executives and employees to avoid corruption and be aware of the dangers of corruption.
- 4.4 Directors, executives, and employees must be cautious of being involved in corruption as follows:
- (1) It is prohibited to give or accept bribes of any kind, whether for oneself or by assigning others to act on one's behalf.

- (2) To offer or receive gifts, prizes, souvenirs, presents, or any other benefits from business related persons, an estimated value of the items or cash must not exceed 3,000 baht (three thousand baht) , such as festivals, parties, or according to traditions that are legal.
 - (3) Charitable donations, public benefit, and financial support must be transparent, legal, and must not be immoral, as well as must not be an act that harms society at large or is used as an excuse for bribery.
- 4.5 The Company maintains appropriate and consistent internal controls to prevent employees from misconduct, especially in purchasing, warehousing, and shipping.
- 4.6 The Company provides a mechanism for reporting financial status that is transparent and accurate.
- 4.7 The Company will provide training to employees to provide them with knowledge of the Anti-Corruption Policy and its practical guidelines.
- 4.8 Directors, executives, and employees at all levels of the Company and its subsidiaries shall not neglect to act when they find suspected acts of corruption that are related to the Company and its subsidiaries. They shall notify their supervisors or persons responsible of such acts, and cooperate in investigation. The Company provides channels for receiving complaints from both outsiders and people within the Company and its subsidiaries according to the regulations set by the Company.
- 4.9 The Company must protect and treat fairly employees who refuse to engage in corruption or report corruption related to the Company and its subsidiaries. The Company shall not dismiss, discharge, demote, punish, or bring about any negative effect on employees who refuse to engage in corruption, even if such actions cause the Company and its subsidiaries to lose business opportunities.

4.10 This Anti-Corruption Policy covers personnel management processes, from personnel selection, promotion, training, and employee performance evaluation. Supervisors at all levels shall communicate with employees for effective policy compliance.

5. Whistleblowing about fraud and corruption

Any person who encounters any fraudulent acts or suspected fraudulent acts that affect the Company and its subsidiaries, whether directly or indirectly, must not neglect to report such behaviours, and should notify the audit committee or the chief executive officer of such acts immediately, or report such acts through whistleblowing channels as specified in the complaint and whistleblowing of wrongdoing and corruption policy.

This Anti-Corruption Policy must be strictly and continuously adhered to under the supervision of the management and the oversight of the board of directors.

This Anti-Corruption Policy is effective from 14 May 2021 onwards.

(Mr. Sumet Techakraisri)
Chairperson of the Board of Directors