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Penalty

One who committed or involved in misconduct and corruption which considered offending the business morality and violation of good corporate governance policy of the company would be received disciplinary punishment as formulated by the company and may receive punishment by laws if those offending is illegal.

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Continuously operation

Board of Company, management and executives are fully aware of an important of dissemination providing knowledge advice, consultation and make understanding to all personnel in the organization, related person through subsidiary company, co-company, other companies that the company is having authority to control and business representative to bring measurement of anti-misconduct and corruption to perform in order to allow personnel and related person perform in accordance with this policy, including to act as example in the matter of having honesty, ethics and good moral.

The Company intends to create and maintain organization culture which adhere that misconduct and corruption including offering and receiving bribery as unacceptable action regardless the counter party including public / private sector.

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Policy Information and complaint channel

Employee and stakeholders can reach to further information regarding the anti- corruption policy and guidance via the company's website: www.cmfrozen.com click on **Investor Relations** and click any required headings such as anti-corruption policy or business ethics or policy of Corporate Governance or other headings.

Staff or stakeholders can confidentially complaints or reporting any clues regarding the misconduct and corruption by sending mail to:-

CHAIRMAN OF AUDIT COMMITTEE **or**
CHAIRMAN OF CORPORATE GOVERNANCE COMMITTEE **or**
SECRETARY'S COMPANY **or** PERSONNEL DIVISION



Send Policy Information and Complaint

CHAIRMAN OF AUDIT COMMITTEE **or**
CHAIRMAN OF CORPORATE GOVERNANCE COMMITTEE **or**
SECRETARY'S COMPANY **or** PERSONNEL DIVISION
CHIANGMAI FROZEN FOODS PUBLIC COMPANY LIMITED



No. 149/34 Soi Anglo Plaza, Surawongse Road, Kwaeng Suriyawongse, Khet Bangrak, Bangkok 10500, Thailand.



www.cmfrozen.com



cg@cmfrozen.com



662-238-4091, 662-634-0061-4



Complaint box



ANTI CORRUPTION POLICY





2 Practice

2.1 The Directors, executives and personnel shall not act in any way that indicate the intent to accept bribes or to bribe for the stakeholders in the matter that oneself performs duty and responsibility both direct and indirect way so as to acquire of interest in an improper way by perform as follows:

a. Do not accept any presents, gift and souvenir including cash, cheque, government bonds, shares, gold, jewel, real estate or equivalent assets with contacted person who work either for government authorities or private corporations purposely to return benefits to give or oneself, which would cause the compromise the company.

b. Do not accept gift, presents or any other benefits which persuades the neglect to carries one's duty and responsibility.

In this regards, prior the acceptance of any gifts or souvenir, the proper review on the compliance of laws and company regulation is required to determine the proper and appropriate value of present and gift, which generally accepted as a norm for present and souvenir under normal occasion.

c. Do not give any presents, souvenir or other valuable benefits to induce in consideration or cause the recipient not act in accordance to normal business practice as applicable to other stakeholder.

In this regards, to give present or souvenir on occasion, the value of such present or souvenir should be appropriate under normal business terms and conditions.

d. Do not act as middle agent in offering money, asset, present or other benefits to the stakeholder of the company include government authorities and private corporation in exchange for the privilege that should not receive or to induce the refrain from any action against rule, discipline, or regulations governed by the law.

2.2 Purchasing, employment, and contract arrangement must be proceeded according to the company guideline and discipline, which concern transparent and verifiable.

2.3 Entertaining expenses and other expenses related to support the acquisition of contracts is allowed under reasonably and verifiable basis.

2.4 Donation for charitable purpose

a. Monetary donation and asset donation for charitable purpose is allowed only on behalf of the company. The recipient must be certified foundation, public health organization, temple, hospital, institution or organization for society benefits or trustworthy and verifiable. The donation shall be proceed according to the company's guidance and discipline subjected to the approval of authorized person.

b. Personal donation for charitable purpose is allowed but such action should not create the arguments over misconduct act for expecting any interest.



2.5 Sponsorship

Sponsorship of money or company's asset for particular project shall be proceed under the company only, in which sponsoring project must have objective clearly for business and contributed and supported to the positive reputation of the company. In this regards, the sponsoring process must mention clear objectives and having supporting evidences that verifiable and shall be according to the company's guideline and discipline.

2.6 Do not engage or utilize the company's asset and resource for the political aid. The company has implemented the neutral political policy and fully support any act abide by laws and democracy regime. Furthermore, the company has the policy not provide any direct or indirect political support to the politician or any particular political.

Definition of political aid

Political aid include the financial support or offering of assets and valuable objects, participate in political campaign and activities, or encourage and support the employee to participate for the benefit of company in exchange over the business advantage or benefit. Each member of staff has political right and freedom according to the law to participate in any political campaign or activities but must not perform such action by referring to the employee status of the company, or exploit any assets or equipment belonging to the company for the political benefit.

2.7 All personnel shall not neglect or ignore any act that are witnessed the misconduct and corruption behavior or any leading action for the misconduct that would concerning with the company both direct / indirect. Personnel must report to their boss or responsible person, and giving full cooperation for the trial and examination process. If there shall be any doubt or inquiry, personnel is allowed to consult with their boss or assigned person through various formulated channels.

2.8 The Company will ensure fairness and protection of its staff members who report the clues and evidence about corruption and who refuse to cooperate in any corruption activity involving the company through the protective measure stipulated in the policy under the confidentiality basis. For the staff who refuse to cooperate in misconduct and corruption activity, the company has a policy not to reduce rank, punish or result in contrary way toward those staff although such refusing of misconduct and corruption activity would cause the company to loss the business opportunity.

1 Ideal and Definition

The Company has an ideal in conducting business with virtue, act in accordance with laws of Thailand, transparent, adhere to responsible toward society and every group of stakeholder according to the principle of good corporate governance and morality in conducting business, not support every forms of misconduct and corruption.

Definition

Misconduct and Corruption means to improperly exerting power from position, duty or any assets in all forms , including the bribery by offering, contract, giving, promise, claim or receive money, assets or other benefits that should not be obtained for one's advantage, family, friend, and acquainted, to/from government unit, public unit or related person either direct or indirect so as to allow unit or that person acts or abstain from doing right duty as formulated performance principle for obtaining or maintain other interests that not suitable in business unless it is a case that laws, discipline, proclaim, regulation traditions, local customs or trading customs allow to do.

- The Directors, executives and personnel of the company are prohibited to do anything that concerns with every form of misconduct and corruption purposely for one's own benefits, family, friend and acquainted, both direct or indirect whatever oneself shall be in the capacity as recipient, provider or proposer both money or not money to the government unit or public unit in which the company has conducted business or contacted and must act in accordance with the policy strictly. Failure to comply, personnel shall be punished by discipline according to the regulation formulated by the company and may be punished as laws if that act is illegal.
- Anti Corruption Policy extended cover the human resource management by administration the procedure of nomination, selection, promotion, training, and performance assessment. The Anti Corruption Policy encourage management to communicate and inform the best practices to ensure the awareness and understanding of all personnel concerning the business activity which assigned responsibility, also controlling and monitoring the effectiveness of activities and performance.