



Code of Conduct

Information for Seafo Public Company Limited only.

Principle of business

The Board of Directors has the policy to promote virtues, ethics and transparency, emphasizing ethical business practices in all aspects to comply with the Corporate Governance policy and control policy to lead the company to corporate governance.

The Board of Directors determines this Code of Conduct handbook to be good practices to the Company's directors, executives and staff to operate business fairly to involved persons both insiders and outsiders including to act to stakeholders i.e. staff, shareholders, clients, suppliers/creditors, business competitors and public fairly at business to ensure operating with integrity as well as grow steadily and sustainable to the organization and shareholders.

Seafco Public Company Limited

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Business Ethics

The Company Board applies the sufficiency economy and sustainable business operation principles to be the Company's business operation approach to conceive honesty, be responsible and protect the stakeholders' interests. Opportunities are provided to stakeholders to take part in and make suggestions to the operations care and control as the mechanism and process for effective control leading to a true governance in the Company. The ethics shall be as follows:

1. To comply with the applicable laws, rules and regulation strictly.
2. To comply with the Company's "Corporate Governance policy" and "Code of Conduct".
3. To be committed to operate business with transparency, honesty and fairness.
4. To adhere to conduct as good people and establish good minds to employees.
5. To concern of the benefits and effects from operations with social equality and fairness to the Company's stakeholders.
6. To operate business with responsibility and protection of the stakeholder's and interests.
7. To organize a strong operation system to prevent corruptions with an internal audit system.
8. To require the Company's directors, executives and staff for all to participate in the anti-corruption effort, conflicts of interest reporting, efficient contacts and working life quality promotions.
9. To provide a channel for complaints and hearing for stakeholders and have the complainers/informants protection measure.

Vision : TO BE THE REPUTABLE LEADER IN CONSTRUCTION INDUSTRY OF ASEAN
Mission : TO PROVIDE CLIENTS WITH QUALITY SERVICES BY COMPETENT MANAGEMENT SAFETY AND ENVIRONMENT

Ethics of the Board of Directors

The Company intends for the board of directors, sub-committees and subsidiaries' directors to perform their duties to operate with ethics, conduct or maintain their performance carefully, prudently and with honesty, to optimize the continuous and sustainable business operation of the company and stakeholders, as follows:

1. Compliance with laws and the Company's regulation

1.1 Compliance with rules, regulations and laws involved with the Company's business shall be as follows:

- (1) Directors, executives and staff shall comply with the laws, rules and regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission.
- (2) Directors, executives and staff shall not avoid compliance with the applicable orders, rules and laws.
- (3) Directors, executives and staff shall co-operate with the company' corporate governance unit and report about violation against order, rule and laws to the unit.

- 1.2 Duty performance shall be conducted with impartially i.e. in meetings when to discuss an issue the director who has conflict of interest shall leave the meeting room and shall refrain from participation in the issue decision.
- 1.3 To avoid a conflict of interest for a business reveal and efficiency by :
 - (1) To forbid give other information about business for a individual benefit
 - (2) To prohibit use a secret of organization that illegal and to forbid other secret information of organization when you expire of business of the organization then. อย่างน้อยเป็นเวลา 2 ปี
 - (3) Do not acquire the personal interests from being directors.
 - (4) Do not create obligation that may conflict with their duties in the future.
 - (5) Do not receive anything or other benefit in conflict of the organization.
- 1.4 Keep the confidentiality of corporate information, to prevent, that may cause damage to the organization or stakeholders, except in accordance with the law.
- 1.5 Acquisitions or disposition of Assets of the directors, their spouses and minor child, should be practice in accordance with the Notification of the Board of Governors of the SET title Practices regarding the Acquisition or Disposition of Assets of the Directors and Staff B.E. 2004.

2. Conflict of interest and confidential information keeping

2.1 Conflict of interest

The Company has the policy that the directors, executives and staff shall not use the opportunities from their status in the Company to acquire personal interests eventually imposes the practices as follows:

- (1) They shall avoid a transacting having involvement with themselves which may cause the conflict of interest to the Company.
- (2) In case such transacting is needed for the Company's interest it shall be carried out as if a transacting with an outsider having trade agreement reasonably same as transacting contracts in general over a trading negotiation authority with no influence from being directors, executives or related persons and not participating in a consideration for approval including having to comply the rules and regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission on the transaction information disclosure.
- (3) A Director, executive or staff if becomes a director, partner or advisor in other organization; status shall not conflict the Company's interest and his/her direct role in the Company.
- (4) A Transaction which has or may have conflict of interest between shareholder, director, executive or other person shall comply with the standard practice and be ensured it is fair, reasonable and fully and correctly disclose; and the company will arrange report form for disclosing suspected transactions that there will be conflict with interest of the company into the Corporate Governance handbook.

(5) Person who has conflicts with the Company's business, directly or indirectly howsoever, shall report the interest as follows:

5.1 Directors and executives – Shall report the interest immediately after it arises. To ensure that the company conducts regular checks; the Company's secretary shall check interest every year end and report to the Chairman and Chairman of the audit at least once a year.

(6) A director, executive and staff who know the inside information shall comply with rules. The responsible directors and executives shall report the security holdings under the regulations of the Securities and Exchange Commission to the Board regularly.

(6) The Company has announced the directors, executives and staff who know the inside information which may have effect to changes of the security exchange prices shall refrain from the Company security exchange one month prior.

(7) The Company has announced the directors, executives and staff who know the inside information which may have effect to changes of the security exchange prices shall refrain from the Company security exchange one month prior the Company announces the financial statement or the inside information disclosure to public.

(8) To monitor interest of the directors, executives and involved persons who have interest with the Company and subsidiaries under the other criteria imposed.

(9) In case a related person involves or hold shares in an enterprise competing with the Company which probably incurring conflict of interest with the Company should act as follow:

The director, executive and related persons shall inform to the Board of Directors in writing.

2.2 The use of inside information

(1) Directors, executives and staff shall not use the opportunity or information obtained from their status to acquire personal interest for themselves, for other party or for operating a business competing with the company and/or the Company's other business involved.

(2) The Company's inside information shall not be used for personal interest in the Company's security exchange or furnished to other people for buying or selling company shares.

(3) The Company's properties shall not be used for personal interests.

(4) The Company's information shall not be used as the outsider's reference for personal interests.

(5) The Company's business confidential information shall not be disclosed to outsiders particularly competitors even after the directors, executives or staff have expired from position.

3. Responsibility to the Company's properties

The Company promotes the executives and staff to use the Company's resources and properties effectively to enhance competitiveness and good services to clients, by determining the following practices:

1. The Company's assets and resources shall be used saving and most beneficially.

2. Employees shall collaboratively take care the Company's assets are not to be depreciated/lost illegally.
3. The internal charge system is arranged to check and prevent loss of property and the properties are assigned to be under the responsibility of the agency set up.

3.1 Documentation

1. Documentations shall be executed with honesty, prudence and compliance with the specified standard.
2. The Company's letters, reports and documents shall not be falsified.

3.2 Computers & Information Technology System use

1. Computers, IT systems and information shall be deemed as the Company's properties. Executives and staff should not use computers and it systems for personal purposes.
2. Executives and staff shall not disclose the Company's business information including the information been purchased by company both existing and not existing in the Company's information system or copy the information to their personal devices without permission.
3. Executives and staff shall not modify, reproduce, erase or destroy the Company's information without permission.
4. Executives and staff shall not bring unlicensed software to the Company to use and shall not copy licensed software for any reason whatsoever without the software producer's consent.
5. Executives and staff shall not modify the Company's hardware or put on equipment other than the standard parts/equipment readily provided unless consented case by case.
6. Executives and staff shall not use the Company's email to forward message which are harassing, discrediting, rude, obscene, intimidating, agitating or annoying to others.
7. Executives and staff should use the internet to search for the information and knowledge useful to works and should avoid illegal or immoral websites.
8. Executives and staff should use the Company's IT system and other communication equipment such as telephones, fax machines, mobile phones etc. with conscious mind and responsibility substantially realizing the Company's interest.
9. Executives and staff shall not illegally access to the systems of information not permitted or authorized to them.
10. Executives and staff shall not spy the measure protecting data access and computer that other people prepare or that is not intended for executives and staff illegally and that is intended to use to cause damage to other people.
11. The Company or assigned section reserves the right to check the use of properties and units under/assigned by the Company as to be appropriate.

Ethics to stakeholders

Best practice on the social responsibility

The Company realizes the importance of the business operation with economic, social and environmental balances for its stable and sustainable growth to be an efficient organization and a good entity of society as suggested by the Corporate Social Responsibility guidelines. In consequence the Company is committed to enterprise with regularity and fairness, anti-corruption effort, full compliance with applicable codes and rules and concern to the operation's interests and effects to stakeholder's i.e. shareholders, staff, clients, suppliers and/or creditors, competitors and communities including shall take care for safety, health and environment for the effects shall not be incurred to all the stakeholders.

1. Policy regarding best practice on shareholders

The Company realizes the shareholders are the Company's owners and the Company's duty is to generate added value to shareholders in long term, therefore, the company determines that the directors, executives and staff shall perform according to the following guidelines;

- 1.1 Perform duty with responsibility, carefulness and honesty under reasonable decisions on the ground that the information is sufficient and correct, they have no direct and indirect interest and perform with honesty for maximum interest to the Company, they perform over the right and suitable purposes and they shall not act over conflicts of interest to the Company.
- 1.2 Comply with laws, the Company's objective and articles of association, directors' resolutions, shareholders meetings' resolutions, good practices in accordance with the corporate governance policy and code of conduct and act to shareholders equally both major and minor shareholders for their maximum interests.
- 1.3 Manage and take care of the Company's assets not to be depreciated/ lost illegally and provide an effective internal control and risk management systems.
- 1.4 Report the Company's status regularly, completely, truly and in-time to situations.
- 1.5 Furnish the Company's data, news and information truly, sufficiently, equally and in-time to shareholders for their decision-making.
- 1.6 Take care for the directors, executives and staff not to acquire their and related person's interest by furnishing the Company's confidential information or disclosing the Company's secret to outsider and/ or performing any acts which may lead to conflicts of interest to the Company.
- 1.7 Provide the channels for irregularity informing and complaints such as website, mailbox telecommunications etc. with informing and complaint responses and complainant protection including systematic and fair feedback reports to informants and complainers.
- 1.8 Provide several channels to disclose the information as well as make a company's website to allow the shareholders to access the information conveniently and prepare the information in the easy-to-understand language both in Thai and English.

2. Respecting for human rights and treating labor fairly

The company recognizes the importance of all employees that are very important resource that will lead the company to achieve its mission. Therefore, the company has established policies and guidelines as follows:

Human Resource Management Policy

The company has clearly specified personnel management policies, specifying the treatment of employees with fairness, impartiality and equality, respecting the right of employees within the framework of the company's work rules, labor laws and good traditions in society and human rights principles. The company requires all employees at all levels to attend the meditation teacher training program of Power Conservation Institute of Reverend Father Wiriyang Sirintharo, to train employees' mind to be mindful at all times. The company provides appropriate compensation and welfare, in making fair labor contracts. There is development of knowledge and potential to work better. There is a career path for progress. There is clear measurement and evaluation. Also the company allows employees to participate and express opinion through several channels and activities of the company.

Policy on non-violation of human rights of employees

The company is aware of the treatment towards employees, by respecting the basic principles of human rights as required by law. There should not do or take any action in conducting business in violation of human rights, not discriminating against any person due to similarities or differences in race, religion, gender, age, education or any other matters.

3. Policy regarding best practice on clients

The Company has the policy to give importance to the clients' satisfactions fulfillment which is the factor to lead to business achievement and intends to acquire the clients' requirement more effective fulfillment. To achieve, the policies and practices below shall be followed:

1. Deliver quality work as agreed with the customers in fair price.
2. Provide consultation on geotechnical engineering and information adequately, correctly and up-to-date
3. The terms and conditions with clients shall be complied with strictly. In case it is not possible to do so, the company shall report to client to collaborate jointly to solve the problem.
4. The acts to clients shall be polite and reliable.
5. A client's information storage system shall be available with a clients' confidential protection measure. A client's information shall not be furnished if not allowed by him as well as a client's information shall not be used for an employee's or his/her related person's interest inappropriately.
6. Guarantee its products under proper conditions and duration and comply with Customer Protection Act .

7. A system/ process for clients to complain on product's and service's qualities, quantities and safeties shall be provided together with the response fastness and actions to the end for immediate responses to clients.
8. The Company shall support the clients' acts for the social responsibility.
9. Keep customers' confidentiality and do not wrongfully utilize the information for the benefits.

4. Policy regarding best practice on suppliers and/ or creditors

The Company has the policy to act to suppliers and creditors equitably and fairly over the regard to the company's interest maximization and based on fair returns to both sides avoiding the conflict of interest situation including complying with agreements, furnishing true information and valid reports and based on business relationship as follows:

1. The Company shall act to clients equitably and fairly.
2. The Company shall use the licensed products and services and shall not support the products/ services which violate intellectual property right.
3. Acceptance of things or other benefits
 - 3.1 Executives and staff shall not accept things or other benefits from a person having duty/ business relating the Company except for a reasonable opportunity/ tradition acceptable to public. The things or benefit's value shall not exceed 2,000 Baht and shall be reported to supervisor immediately together with it shall not have influence to a decision being unfair for work.
 - 3.2 The Acceptance of things or benefits which do not corresponding with the item 3.1 but necessitated for maintaining relationship between entities/persons, the receiver shall report his/her supervisor and submit that things to the administration, government affairs and corporate social responsibility section to use in the business organization within 14 official days.
4. Executives and staff shall not offer things or benefits in any forms to outsiders to convince for inappropriate acts/ causing conflicts.
5. In case there arise information that there is an irregular interest request, acceptance or furnishing happened the detail shall be disclosed to the suppliers and the parties shall collaborate to solve the problem fairly and immediately together with acquire a preventive measure.
6. The conditions agreed with the suppliers and/ or creditors shall be complied with strictly.
7. In case a condition cannot be complied with, a prior notice shall be made to collaborate for problem solving.
8. Opportunities shall be provided to the suppliers who operating business legally, complying with environmental/ safety/ health standards and having social responsibility.
9. The Company shall support the suppliers' operations on the social responsibility and provide opportunities for them to participate in the Company's activities for society.

5. Policy regarding best practice on business competitors

The Company has the policy to act to business competitors under the business competition practice code framework and shall not cheatingly infringe/ spy the business competitor' secrets as follows:

1. The Company shall conduct and practice within a good competition, free trade promotion and the company shall not use the method of market plunging.
2. The Company shall not acquire the business competitors' secret information with a cheating/ inappropriate means.
3. Adhere to ethical business operation. Do not steal the customers from the competitors by dumping/price war method.
4. The Company shall not discredit the business competitors with allegations.
5. The Company shall not conduct intellectual property/ copyright.

6. Policy on safety, occupational health and environment

Safety policy is the policy that the company considered as a very important policy. The company believes that the success policy must come with the safety of all employees and participants. The company establishes a committee of safety, occupational health and environment, to plan a safety project. There is project development and a concrete follow-up. There is a risk assessment and prevention, investigation and accident reporting system for improvement, safety supervision and inspection including training to give awareness on safety and there must be a safety report every month for safety planning.

7. Community and Social Responsibility

The company conducts business with awareness of responsibility in conducting business with responsibility to the community and society, economy, environment, and good corporate governance. Based on the fact that if society is strong, it will lead to the sustainability of business growth. The company has set a policy to conduct business with social responsibility in accordance with international guidelines and according to the Office of the Securities and Exchange Commission and the Stock Exchange of Thailand.

In implementing of the guideline, conducting business policies with social responsibility which starts by identifying the company's stakeholders, including evaluating the expectations or needs of each stakeholder group towards the company through agencies that perform duties directly related to each stakeholder group. After that, the information obtained was evaluated as follows:

Economy

The company is committed to be the leading company making eco-friendly piles and retaining walls in ASEAN which can deliver work on time with specified quality.

Society

- The company attaches importance to education. The company has always supported education with students at the bachelor's degree level, master's degree, and doctorate level in engineering related fields for all the time throughout. In the year 2019, the company gives scholarship to King Mongkut University of Technology Lat Krabang and mahidol University including making MOU with educational institutions in order to deliver

students at the vocational certificate or higher vocational certificate level to do internships with the company for 1 year, so that the company will be a source of technical staff to work with the company. In addition, the company also manages staff in the office to do a short meditation for 5 minutes, 3 times a day every day to continuously develop the mind

- The company attaches importance to developing the minds of people to be mindful and tolerant, by using meditation, in which the company opened the company as a meditation teacher branch of Power Conservation Institute of Reverend Father Wiriyang Sirintharo, Branch 4 7 , for the communities around the company and the company's employees to have come to study. Currently, there are all employees at the head office to have completed the meditation teacher courses.

Environmental aspect

The company is aware of operations focusing on safety and the environment. The company has established policies, guidelines, monitoring and development regarding safety and the environment strictly. The company imparts knowledge and training in performing duties in every process to comply with the work standards related to safety and the environment, including supporting environmental preservation guideline in each project area

8. Acceptance of complaints about financial statement falsification, frauds and corruptions

Fraud means any act for seeking undue interests for oneself or others by illegal means. For example, embezzlement for one's one gain or other people's gain.

1.) Corruption means demand for, accept from, give, or promise to give bribes in the form of money, property or interests to any employee of government agency, private firm, person or group of persons in exchange for malfeasance, nonfeasance, or speedy or delayed actions for the benefit of the company, except for offer of small gifts according to tradition.

2.) Falsification of financial statement means giving false information or covering up facts which should be disclosed for the acquisition of property from deceived persons or third parties or for tricking any persons or third parties into making, withdrawing or destroying any deeds or ownership documents.

8.1 Any persons who know that any director, employer or anyone in the company commits fraud, corruption or falsification of financial statement may lodge a complaint.

8.2 Channels for lodging complaint or submitting report

- Contact the Chairman of the Audit Committee.

E-mail siwasangmanee@gmail.com

Fax 0-2518-3082

By post Seafoo PLC.

144 Prayasuren Rd., Bangchan, Khlong Sam Wah, Bangkok 10510

- Contact the Chairman of the Executive Committee.

E-mail narong@seafco.co.th

Fax 0-2518-3082

By post Seafco PLC.

144 Prayasuren Rd., Bangchan, Khlong Sam Wah, Bangkok 10510

8.3 Actions after Receiving a Complaint:

An Investigation Committee comprising independent directors and internal auditors will be formed to conduct investigation. If the investigation shows that the person is guilty, the company will take disciplinary actions and/or legal actions against such wrongdoer.

8.4 The complainant and related persons will be kept anonymous and protected by the Company; they will not be transferred, threatened or dismissed.

9. Anti-Corruption Practice

Company directors, executives and employees must perform their duties with honesty and without corruption and dishonesty of all kinds, whether directly or indirectly; they have to strictly abide by and perform according to the policies and ethics of the company strictly.

Guidelines of the year 2019

- Receiving or giving gifts

Receiving or giving gifts on behalf of the company to those involved in the business of the company according to social customs or etiquette that should be followed, to congratulate, or as souvenir on several occasions shall strictly comply with the laws, rules and policies specified strictly, in order to ensure that receiving or giving a gift does not create conflict of interest, not result in relief, or negligence, or compensation in business agreement, or inappropriate business practices, it will not lead to corruption or dishonesty.

From 2017 onwards, the company announced to stop receiving and giving new year gifts to customers / partners / government agencies / financial institutions / those involved with the company during the New Year festival, in order to show the intention to adhere to transparent business operation.

- Charitable donations

Donations, or support to public sector or private sector agencies shall be done transparently, not violating moral, or ethics, shall be done lawfully and complying with the policies and regulation of the company in such matter strictly; there shall be approval in accordance with the steps under the regulation of the company

- Entertainment cost

To provide entertainment in connection with the business operation of the company to individuals or any working unit, the entertainment cost shall be transparent and can be checked according to related regulations and is going to create good relations or expression of social etiquette, not to make conflict of interest, not create result in relief, negligence, or benefits in a business agreement, or inappropriate business operation and lead to corruption or dishonesty.

Approval of entertainment cost shall comply with regulations strictly, there is making of report for consideration and approval in accordance with the regulations of the company.

Training and Communication

In 2019 the employees in every level from the executive director have been communicated through the weekly meeting arranged by the managing director to provide information and clarification of frauds and corruption regularly, including orientation for new employees which has included the training related to anti-corruption.

Guideline practice on supervision and control to prevent and monitor risk on frauds is as follows.

1. The examination and assessment processes arranged for the internal control system and risk management to cover all key working systems in the business of the company such as bidding process, procurement process, preparation of contracts, budgeting process, as well as accounting system related to receipts and disbursement. In 2016 the company has employed the new ERP computer system operated by Mango system which is used for budget control for construction work to ensure that the working system could reduce the risk on fraud and corruption through better accounting system.

2. There are channels provided for notification of information, clues or complaint on offence, illegal or unethical act of the company or practice on prevent practice related to corruption or doubt in financial report or internal control system with policy on protection of those providing information or clues and custody of information of those providing confidential information. There are measures on examinations and decision on disciplinary action of the company and other related laws if there is a case for contact of those providing clues or complainants and the company will notify the action undertaken in writing.

3. Chiefs of various operating units are required to monitor, improve and correct errors and mistakes (if any) and report to the authorized persons in respective order.

Practice on monitoring and assessment on the performance in accordance with the preventive measures related to corruption as follows

1 . The internal audit division is assigned to examine the internal control system, risk management, business supervision and provide recommendations continuously and to conduct the examination in accordance with the annual audit plan approved by the audit committee and to make the presentation to the board of directors.

2. The management is assigned to take responsibility of the test and assessment on risk of frauds and corruption continuously to implement the anti-fraud and –corruption measures effectively and to monitor, review and improve the anti-fraud and –corruption measures consistently and the outcomes will be timely and consistently presented to the risk management committee and reported to the board of directors in a respective order.

3. If the investigation has revealed that the information examined or the complaint has sufficient evidence to believe that the transaction or the act has significantly affected the financial position and the operating results of the company, as well as the offence against the law or business ethics of the company or doubt in the financial

reports or the internal control system, the audit committee will report to the board of directors of the company for improvement or correction within the period deemed suitable to the audit committee.

Employees' Ethics

1. Best practice on themselves
 - 1.1 Employees shall carry out works with honesty, regularity and report the facts.
 - 1.2 Employees shall respect and comply with laws and the Company's rules and regulations.
 - 1.3 Employees shall carry out work with care, honesty and regularity and shall not employ their positions to acquire interest inappropriately.
2. Best Practice on clients, related persons and society
 - 2.1 Employees shall deliver to clients on schedule.
 - 2.2 Employees shall comply with safety rules.
 - 2.3 Accept the mistake and make a correction for the customers
 - 2.4 Employees shall not disclose client's information without client's prior consent.
 - 2.5 Employees shall participate in the Company's activities.
3. Best Practice on colleagues
 - 3.1 Employees shall not solicit or convince colleagues' decisions on political right.
 - 3.2 Employees shall be benevolent to colleagues and shall cooperate with colleagues appropriately.
 - 3.3 Employees shall use their rights to express opinions politely and properly.
4. Best practice on the company
 - 4.1 Employees shall carry out work with responsibility and full capability.
 - 4.2 Employees shall use the Company's assets and facilities with care.
 - 4.3 Employees shall be attentive to learning for the development to progress.
 - 4.4 Employees shall pursue information and news to use as reliable reference at conversation.
 - 4.5 Employees shall wear protective equipment as per the Company instructs.
 - 4.6 Political right. The Company operates the business with political neutrality, not participating and siding to certain political party, influential political leader and not using the company's capital, resource to support political parties, politician directly or indirectly howsoever.

Supervision in Acting and Reviewing

The company has defined all the directors, executives and staff to shall have the duty and responsibility to acknowledge, make understanding and comply with the polices stipulated in this code of conduct handbook strictly, non-compliance is voluntary, do not refuse on acknowledgement based on established guidelines.

Executives at all levels in the organization must be responsible and it is important to operate under the supervision of their employees to understand and follow the code of conduct handbook seriously.

Principle of good governance for company registered in the year 2019

The board has arranged a meeting for reviewing and understanding about the good governance principle for the company registered in the year 2019, in the Board of Corporate Governance, Social responsibility and sustainable development Meeting No. 1/2019 and No. 2/2019

The Company does not wish to make any action that is illegal, contrary to the principles of good directors and employees who breach ethical requirements, disciplinary action will be strictly and if it is done, to believe that the laws, rules and regulations of government, the company will submit the matter to government officials to proceed immediately.

The code of conduct handbook shall be reviewed annually by the Board of Directors and the Audit and Corporate Governance committee

Complaints handling on issue relating to business ethics

The secretary of the Board department is nominated as a point of contact to receive the complaint on business ethics. Employees can send their complaints on business ethics directly to

By post:

Complaints corporate governance and business ethics, secretary of the Board department

Seafo Public Company Limited

144 Prayasuren Road, Bangchun sub-district, Khlong Sam Wa district, Bangkok 10510

E-mail : ANEK@SEAFECO.CO.TH

Sources/References

1. The Principles of Good Corporate Governance for Listed Companies 2006: The development of corporate governance, The Stock Exchange of Thailand
2. The Securities and Exchange Commission Act(No.4) B.E.2551
3. The Code of Best practice for Directors of Listed Companies: The Stock Exchange of Thailand
4. Report on Corporate Governance: The Stock Exchange of Thailand
5. Director's Handbook: the Securities and Exchange commission
6. Corporate Social Responsibility Guidelines. The Stock Exchange of Thailand
7. The criteria for evaluation the status of corporate governance: the Thai Institute of Directors Association
8. The Roles, Duties and Responsibilities of the Director of Listed Companies: DCP Program: Thai Institute of Directors
9. OECD Principles of Corporate Governance: Organization for Economic Cooperation and Development

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