

Message from Chief Executive Officer On Anti-Corruption Measures of Thai Union Group

Thai Union Group recognizes the importance of operating its business in adherence to the principles of honesty, integrity, transparency, fairness, and observing corporate responsibility to the society and stakeholders, which are considered best corporate governance and business practices, including actions against corruption. The company has signed a Letter of Intent to participate in the Thai private sector initiated Collective Action Coalition Against Corruption to express its intention and commitment to opposing all forms of corruption.

The company has set clear criteria and guidelines for conducting its business to prevent corruption. It has developed the "Anti-Corruption Policy" for its directors, management and employees. The policy was also communicated to outside parties, namely its shareholders, customers, business partners, and the general public. The company will not support any corruption related activities, such as receiving or giving bribes, money laundering, assistance to politicians and political parties, and various forms of donation, sponsorships, giving and receiving gifts, hospitality, and facilitation payments which are considered corruption practices. Our directors, executives and employees will strictly adhere to this policy.

The Anti-Corruption Policy forms part of the company's rules and regulations. Should any director, executive, and employee violate the policy, they will be subject to internal disciplinary actions and applicable laws. Meanwhile, the company has a policy of not demoting or reducing authority of its directors, executives, and employees who deny corruption, even in case that such actions will result in loss of business to the company.

The company deeply believes that employee cooperation under genuine intention and commitment to combat corruption will help develop the organization and its human resources, which will in part contribute to the sustainable social and economic development of the country.

Mr. Thiraphong Chansiri
President and Chief Executive Officer
Thai Union Group Public Company Limited

