



บริษัท พี.บี.เอ็น. อินเตอร์เนชั่นแนล จำกัด

P.B.N. International Co., Ltd.

9/197 อาคารจีไอที ซอยรัชดาประชา 4 ถ.รัชดาภิเษก แขวงจตุจักร เขตจตุจักร กรุงเทพฯ 10900.

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Anti-Corruption Policy

P.B.N. International Co., Ltd. will assess risk related to corruption, implement compliance program and provide business conduct guidance to managers and employees to fight against corruption, with details as follows;

1. Prohibit bribery in any form in all activities under control and ensure that charitable and political contributions, business gifts, and sponsorships are transparent and will not be for the purpose of attempting to influence the recipient into an improper exercise of functions, duties or judgment.
2. Publicize this policy internally through codes of conduct, to guide employees towards ethical and accountable behavior at all times, and will apply appropriate sanction for violation of the code.
3. Provide training program to employee to promote integrity, honesty and accountability in the exercise of their duties and responsibilities and to convey with resolve our company's commitment to ethical business practices.
4. Implement appropriate internal control systems and controls to prevent unethical conduct by employees, ensure good governance, and institutionalize the values of integrity and accountability in the business.
5. Maintain appropriate financial reporting mechanisms that are accurate and transparent.
6. Provide appropriate channels of communication to the employees to report suspicious circumstances in confidence without risk of reprisal, and a designed officer will be tasked with investigating all report received.



7. Support a nationwide initiative intended to create fair market conditions, transparency in business transactions and ensure good corporate governance.
8. Participate in roundtable discussions, meetings and forum to identify the key concerns and current problems affecting the private sectors related to integrity and transparency in business transactions.
9. Share “best practice” concepts which are intended to be used by all participating entities to achieve the goals of the nationwide initiative.
10. Enter into integrity pacts with other business and with government agencies if required when dealing with procedures related to the bidding and procurement of supplies, materials, equipment and construction.
11. Assist and contribute ideas to develop a common framework for the “Business Code of Conduct” acceptable to all participating entities.
12. Participate in the creation of key measures and control activities intended to ensure transparency, integrity and ethical business practice.
13. Cooperate with civil society and the media to create awareness and educate the public in changing social values to condemn corruption in all forms.
14. Support the development of an audit and certification program (including a training program for advisers and auditors) that will offer a toolbox for enterprises to introduce and implement ethical practices in their business processes; and institutionalize the whole process to promote sustainability of this Anti-Corruption Coalition initiative.
15. Cooperate with the certification process of the Collective Action Coalition Council and consider the recommendations made by the Council.

Announced by 12/12/2012.

