



The Corporate Compliance Policy of IRPC and Group Companies

The Board of Directors of IRPC Public Company Limited places great importance on conducting business in compliance with applicable laws, rules and regulations, as well as focusing on the creation of utmost benefits for the shareholders and stakeholders, towards mutual trust. To announce its intention and elevate operating standards on a par with relevant laws and regulations, the Company stipulates “The Corporate Compliance Policy of IRPC and Group Companies” as follows:

1. Compliance with relevant laws and regulations

The directors, executives, and employees of the IRPC Group companies are to strictly uphold laws and regulations related to businesses so as to enable businesses to proceed smoothly under relevant laws and regulations, while maintaining their responsibility for society, communities, environment, and health of stakeholders—the foundation of sustainable development.

2. Fair competition and anti-monopoly

The directors, executives, and employees of the IRPC Group companies are to comply with laws on antimonopoly or trade competition, while supporting free and fair commercial competition void of discrimination and unfair practices.

3. Anti-corruption and anti-bribery

The directors, executives, and employees of the IRPC Group companies are to comply with laws on the prevention and suppression of corruption and bribery involving state officers, foreign-state officers, or private-company officers.

4. Upholding of human rights principles

The directors, executives, and employees of the IRPC Group companies are to uphold laws on labor and human rights, while respecting labor rights, women’s rights, children’s rights, and human dignity as well as the liberty and equality of those certified by or protected under Thai and international laws.

5. Safeguarding of intellectual property rights

The directors, executives, and employees of the IRPC Group companies are to protect intellectual properties of IRPC or IRPC Group of Companies, or both, from being infringed without permission. They are to uphold others’ intellectual property rights, while promoting their executives’ and employees’ creativity resulting in intellectual properties in the interests of the company and Thailand’s economy at large.

6. Prevention and suppression of money laundering and non-sponsorship of terrorism causes

The directors, executives, and employees of the IRPC Group companies are to avoid becoming part of money-laundering networks or sponsoring terrorism causes. To this end, it values oversight and provision of clues to officers in case of illegal deeds, while ensuring proper recording of accounting entries, and financial or property facts in line with Thai and international laws.

7. Proper management, storage, and application of company data

The directors, executives, and employees of the IRPC Group companies are to exercise good stewardship of data and properties under proper management standards under the law to ensure that they are optimally applied; that harm and abuse are averted for the benefits of oneself or others; and that data confidentiality principles are upheld by adhering to the rules of law and business ethics of maintaining data of the company, its customers, business partners, or others' private data and not leveraging them for purposes beyond permission or beyond mutual, lawful relations under Thai and international laws.

8. Responsibility for the environment, health, and safety

The directors, executives, and employees of the IRPC Group companies are to conduct business with responsibility for communities, society, and the environment with due regard for the health and safety of employees and stakeholders. They are also to regularly put in place projects designed to cultivate such awareness among employees, executives, and related parties.

Executives and employees at all levels of IRPC and its subsidiaries must perform their duties in compliance with relevant laws and regulations, and avoid involving in any forms of laws violation, or being contrary to public order and good moral in order to prevent damages from non-compliance acts as well as promoting the Company's strong reputation in conducting business with integrity, transparency and sustainability which will be widely accepted within Thailand and international.