



## **Announcement of Team Consulting Engineering and Management Public Company Limited**

**13/2018**

### **Subject: Human Resource Management Policy to Support Anti-Corruption Efforts**

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*To comply with the conversion from a limited company to a public limited company, to prepare for the Initial Public Offering, to list the Company's shares on the Stock Exchange of Thailand and to comply with the rules of the Securities and Exchange Commission and the Stock Exchange of Thailand, the Board of Directors' Meeting on 29 March 2018 canceled the Announcement No. 48/2016, which was announced on 9 November 2016 and would like to announce the new **Human Resource Management Policy to Support Anti-Corruption Efforts as follows:***

The Board of Directors of TEAM Consulting Engineering and Management Public Company Limited is committed to operating in accordance with the principles of good corporate governance. Therefore, the Board of Directors at the 1/2018 meeting on 29 March 2018 resolved to approve the human resource management policy of anti-corruption, and to serve as a guideline for internal organization practices in the human resource management process, which consists of recruitment and selection, orientation, training, performance evaluation, employee appreciation, compensation and promotion, employee punishment, and communication. In addition, the human resource management policy is indicated to demonstrate the company's commitment to anti-corruption measures and allows employees to participate in initiating measures and continuous development as follows:

1. Promote the values of corruption resistance and rejection as an organizational culture, including raising awareness among the company's personnel that corruption is prohibited. Such values will be implemented in every process of the company's human resource management in a tangible and continuous manner.

2. Protect and provide safeguarding to employees who refuse to engage in corruption, regardless of the company's business opportunity lost. The protection and safeguarding include that the said employee will not be demoted, punished or otherwise affected. The company will have a distinct communication process regarding its policy of not demoting, punishing or negatively impacting employees who refuse to commit corruption and will promote its implementation.

3. Provide communication channels for employees to whistleblow, suggest or complain about corruption, with measures to protect the rights of whistleblowers. The Company shall not perform any unfair actions, whether it is adjusting job positions, job descriptions, or workplaces, suspending work, threatening, interfering with work performance, terminating employment, or performing any actions that are considered unfair.

4. Establish guidelines and procedures for implementing anti-corruption policies and measures. Indicate comprehensible processes and communication channels to ensure that employees comply with anti-corruption policies and measures. The company will have appropriate processes to punish employees who do not comply with the policies.

This Human Resource Management Policy to Support Anti-Corruption is effective from 2 April 2018 onwards.

Dr. Prasert Patramai  
Chairman of the Board