

BT Wealth Industries Public Company Limited

Anti-Corruption Policy

BT Wealth Industries Public Company Limited strives to conduct business under the principals of integrity, honesty, transparency, and fairness, under the Good Corporate Governance Policy and to engage in Corporate Social Responsibility. The Company adheres to the principals of Anti-Corruption and Anti-Bribery in all forms, both directly and indirectly. Accordingly, the Corporate Group's personnel have upheld and abided by the following Business Code of Conduct:

1. Do not perform or engage in any form of corruptions, both directly and indirectly.
2. Practice with caution for the acceptance and offering of gifts, entertainments, or other benefits, which must be for business purposes, with reasonable value, and have no effect on any decision making.
3. Consistently implement appropriate and effective internal control system and risk assessment to prevent corruption. Evaluate and assess the risk of operations that could cause corruption at least 1 time per year.
4. Provide accurate and transparent financial report, under the internationally accepted accounting standard.
5. Provide Human Resources management procedures starting from recruitment to employment processes and care for the employees who operate within the Corporate Group, which reflects the commitment to anti-corruption.
6. Provide communication channel for employees in the Corporate Group to be able to inform any traces and evidences, provide suggestions and complaints on corruptions, where whistle-blower must be fairly protected.
7. Operate the business in accordance to the laws associated with anti-corruption in each and every country that the Company operates.
8. If any employees violate or do not follow this Anti-Corruption Policy, both directly and indirectly, the offenders will receive disciplinary punishment as per company regulations or receive legal punishment.

Employees of the Corporate Group are held responsible for understanding and adhering to the Anti-Corruption Policy in all stages of business operations. In case any acts found in violation of this Policy, finder must notify his/her supervisor immediately.