



Corporate Social Responsibility (CSR) Policy

Charoong Thai Wire & Cable Public Company Limited engages in manufacturing and distributing electric wire, cable and telephone cable. It is determined to conduct its business with accountability against any possible impacts resulting from the company's operation. The company shall also manufacture products of quality and safety that international standard guided by good corporate governance and accountability for community and environment, taking into account all stakeholders. The company hence sets out its CSR Policy as follows:

1. Business Ethics

The company promotes free trade competition. The company's directors, management and staffs shall, in their decision making and business conduct, strictly adhere to applicable laws, rules and regulations. They are also asked to conduct oneself under good moral principle and avoid doing anything leading to conflict of interest.

2. Respect to human right

The company gives priority to and respects human rights by treating all relevant parties under equality without discrimination based on gender, race, religion or domicile. It also promotes compliance with universal human right principles.

3. Fair treatment of labour

The company strives to provide safe and healthy working environment for its staffs. Work conditions are set out under fair terms with reasonable compensation and welfare. It is intended to allow all staffs to work with happiness and good quality of life.

4. Consumer responsibility

The company is determined to manufacture product of quality and safety that meet international standards. Its products have to be the perfect solution for demand and expectation by customer. They are sold at fair price with reasonable warranty and quality claim. The company also engages in communicating on how to get the most out of them properly and safely.

5. Environmental conservation

The company conducts its business by strictly observing environmental laws and regulations, promoting resource efficiency, putting in place energy saving measures, pollution control and environmental conservation.

6. Contribution to community and social development

The company is committed to conducting its business with responsibility to environment, community and society and supporting participation in any activities aimed for public good. The company's staffs are encouraged to have good spirit and public service mind.

To be effective on 19 March 2014.

(Mr. Chai Sophonpanich)

Chairman of the Board of Directors