



**Charoong Thai Wire and Cable Public Company Limited (CTW)  
Code of Conduct for Employees**

The practice guideline for employees of Charoong Thai Wire and Cable Public Company Limited (CTW) is the principle and ethic in all their conduct for CTW.

**1. Compliance with the Laws and CTW's regulation**

All employees must comply with all legal and CTW's regulation. All employees are to be fully committed to ensuring that all business decisions and actions comply with all applicable laws and regulations and to observing good standards of behavior and practice.

**2. Confidentiality**

All confidential information must not be used for the personal benefit of any individual(s). All employees of CTW have a duty to safeguard confidential information obtained in the normal course of business. This duty of protecting the confidentiality of CTW information continues even after members of staff cease to be employed by CTW. Where an employee ceases to be employed by CTW, any material developed by the employees during his/her term of employment with CTW, shall remain the property of CTW. Such material is not to be disclosed after the employee leaves the employ of CTW.

**3. Integrity and Accuracy of CTW's Records**

CTW's business records are depended upon to produce reliable and accurate reports to the management, shareholders, customers, governmental entities and others. All official records of CTW's business must be accurate, honest and complete. All employees must be honest, objective and loyal in the performance of record keeping responsibilities.

**4. Insider Trading**

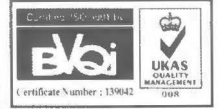
Any employees who possess any insider information will suspend all trading transaction of CTW's securities either direct or indirect prior to the submission to the SET or CTW's publication of any information which may materially affect those securities value. This is to ensure fairness and integrity in the financial markets, buying or selling CTW's securities.

**5. Conflicts of Interest**

All employees must not place themselves in positions where their own interests could conflict with those of CTW. All employees' decisions in the business must be made solely in the best interest of CTW. In reaching these decisions, an employee should not be influenced by personal or family considerations that might consciously (or unconsciously) affect his or her judgment as to what is in the best interest of CTW.

CTW determine the principle for conflict of interest as follows:

- Circumstances should be avoided in which personal interests conflict, or may appear to conflict, with the interest of CTW.
- Circumstances may arise where an employee or respective family members directly or indirectly hold a business interest which conflicts/ may conflict with CTW's interest. In order to ensure that CTW's makes objective decisions, all employees must declare in advance that interest to Assistant Managing Director (Finance) by presenting that detail in the form of CTW.



- Any involvement in an outside activity or any external position held, must not give rise to any real or apparent conflict with CTW, must not adversely reflect on CTW and must not interfere with an individual's job performance.

**6. Protection of CTW's assets**

All employees have a responsibility to protect CTW's assets from loss, damage, theft and misuse. All employees must improve CTW's systems and help others improve their effectiveness for CTW's success and target.

**7. Relations with Customers**

All employees must build productive relationships with CTW's customers based on integrity, ethical behavior and mutual trust. All employees should seek consistently to exceed customers' expectations and present the relevant information in a fair and truthful manner.

**8. Relations with Environments, Communities and Societies**

All employees have a commitment to being good citizens and neighbors. They have a responsibility to environments, communities and societies to use their resources and maintain environments.

**9. Relations with Employees**

CTW provides a safe, healthy and productive work environment. All employees must treat all of their colleagues with respect. Each employee has a personal responsibility to other employees and to CTW.

If there is any problems or difficulty in determining according to this code of conducts. The final judgment depends on the decision of Managing Director of CTW.

Announce as at September 23, 2005.

(Mr. Sun Tao-Heng)  
Managing Director