



File complaints or reports of Fraud

1. Complaints or recommendations

- 1.1 A complaint if encountering any acts that is considered corruption, direct or indirect.
- 1.2 Any act that is considered corruption and/or have a direct effect on the internal control of the Company cooperate in the fact-finding investigation stipulated by the Company's regulations.
- 1.3 Any act that has a direct impact on the Company's reputation and benefits.
- 1.4 Any misconduct that act against the laws, moral and business ethics.

2. Suitable report channel to file a complaint

When they face or doubt any act that is considered corruption, employees have responsibilities to notify supervisors or responsible persons or through suitable report channels.

3. Channels of Communication between the Company and its Employees (Internal complaint)

1. Head of the Internal Control Department/ Head of the Human Resources Department or Head of Legal Department.
2. Mail Box
3. E-Mail : Orapin@tpipolenepower.co.th

4. Channels of Communication between the Company and outsiders (External complaints)

1. Letters : Mrs. Orapin Leophairatana
Vice Chairman
TPI Polene Power Public Company Limited
26/56 Chan Tat Mai Road, Thungmahamek,
Sathorn, Bangkok 10120
2. E-Mail : orapin@tpipolenepower.co.th
3. Letters : The Audit Committee
TPI Polene Power Public Company Limited
26/56 Chan Tat Mai Road, Thungmahamek,
Sathorn, Bangkok 10120
4. Tel. no. 02-285-5090 or 02-213-1039 Internal Audit Department



Identities and confidentiality protected

1. Identities protected

As the whistleblower or the person filing the grievance in good faith are greatly beneficial to the Company and all employees, therefore, the whistleblower or the person subject to such grievance and parties involving in the fact-finding and reporting process, no matter difficulties they might have, the Company will ensure that no employees shall be demoted, penalized or be otherwise affected because they honestly decline to participate in corruption.

The Company has the policy to investigate such reports with equity transparency, care and fairness and subject them to a proper investigation, information will be kept confidential and only be revealed when necessary while we will take into consideration safety and damage of the whistleblower or the person filing grievance, which will be carried out in a confidential manner to ensure staff who make the reports will have their identities protected.

2. Names and Confidentiality Protected

The whistleblower or the person filing the grievance (various groups of stakeholders or employee) may choose not to reveal his name, address or contact number unless he feels that such a disclosure will enable the Company to inform him a progress. Information will be kept confidential and only be revealed when necessary while we will take into consideration safety and damage of the whistleblower or the person filing grievance. The Company will hear all such reports with equity transparency, care and fairness and subject them to a proper investigation, which will be carried out in a confidential manner to ensure staff who make the reports will have their identities protected with fair treatment.

Fact-finding process and Penalty

1. Having received the grievance, the Management Representatives, whose members consist of the Compliance Unit and the Audit Committee, will be responsible to conduct an investigation.
2. Under fact-finding process, the Management Representatives and the Audit Committee might assign the Management Representatives to keep them informed the progress of further investigation.



3. In case that tips or grievance found to contain materiality, the person committing corruption or violating or failing to comply with the anti-corruption measures. The Company will grant the opportunities for the persons committing corruption or proved to be guilty to acknowledge the excuses and reserve the right for them to prove themselves by providing additional information, evidencing that they don't involve in any corruption or violating or failing to comply with the anti-corruption measures as accused.

4. In case that the person who is committed corruption or violating or failing to comply with the anti-corruption measures, are proved to be guilty, The Company will take actions in accordance with the established procedures to investigate and levy disciplinary punishment on employees at fault relating to corruption matters. Such person will be considered discipline followed by The Company standard. Conviction on laws may be applied in case such act violates the laws. The Management's decision is considered the final judgment for punishment on employees at fault relating to corruption matters.