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(Anti Corruption)

**Policy on Corporate Social Responsibility (CSR)**

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**Boutique Corporation Ltd.**

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**(As approved in the Board of Directors' Meeting No. 5/2016 held on May 24, 2016)**

**1. Policy on Corporate Social Responsibility**

Boutique Corporation Ltd. (the "Company") realizes the importance of the sustainable growth of the Company's business under the CSR whereby the Company strives to morally and ethically carry on its business with duty of care to an interested person, economy, society and environment. The Company hopes that, in compliance with the CSR, it will benefit the public as well as growth to the Company's business at the same time. As a result, the Company has set the policy on CSR into 7 categories.

**(1) Fairness of Business Operation**

The Company strives to conduct its business with integrity, fairness and ethics and compete in trading under business ethics, laws and equality of trading competition, including resisting any manner impeding the fair competition such as exploring trade secret of the Company's competitor; calling, accepting or offering any benefits with dishonesty in trading etc. Moreover, the Company respects to an intellectual property rights of others by devising a policy on compliance with laws or regulations in relation to intellectual property rights, for instance, using the licensed software etc. The Company shall demonstrate a keen sense to promote awareness of the CSR to all employees.

**(2) Anti-corruption**

Corruption means any types of bribery; an offering, giving, promising or agreeing to give, demanding or accepting money, assets, or other inappropriate benefits from the government officers, government sectors, private sectors, or responsible person either in direct or indirect action so that such person could proceed or disregard his/her function in order to acquire, retain the business, recommend specific company to the entity, or achieve any improper benefits in business transaction. Exception shall be applied in case of laws, regulation, statement, standard, custom, or business traditions enable to do so.

The Company will operate its business on transparency and accountability, firmly keep the good governance principles, and comply with laws on anti-corruption and bribery. The Company therefore organizes its corporate structure by allocating duties, responsibilities, procedures, and subordination to each section in order to provide balance and verification between each section. Furthermore, the Company also sets out the following guidelines for directors, executives and employees of the Company and its subsidiaries:

1. The directors, executives and employees of the Company and its subsidiaries must not accept or involve with any course of corruption in direct or indirect manner; the company shall regularly review performance in compliance with the Anti-corruption Policy;
2. The directors, executives and employees are responsible to report to the Company on any actions involving with corruption in connection with the Company's business by reporting to a supervisor or any responsible persons and collaborating in investigation;
3. The Company shall provide fairness and safeguard an appellant who informs corruption cases, including a person who incorporate with Anti-corruption report and investigation;

4. The board of directors and the management team shall demonstrate that they follow Anti-corruption and undertake to support and promote the Anti-corruption Policy in order to disseminate to all employees and other persons who involve, including reviewing the policy and other measures in order to be suitable for the change of economic situation, rules and regulations and laws;
5. A person who commits the corruption is needed to consider discipline pursuant to regulations prescribed by the Company. Conviction on laws may be applied in case that such act violates the laws;
6. The Company shall organize trainings and dissemination knowledge to its directors, executives, and employees in order to ensure that they have a good understanding to effectively conform with the Anti-corruption policy and promote morality, integrity, and their own responsibility;
7. The Company shall encourage its contractual party, business partner, and other relevant person to report any violation of the Anti-corruption policy;
8. The Company shall provide fair and sufficient policy on nomination or recruitment of personnel, promotion, training arrangement, evaluation of performance, and determination of remuneration of its employees in order to protect corruption within the Company and secure its employees;
9. To stress the attention on processes which incur a high risk in corruption, the directors, executives and employees of the Company must carefully conform and strictly verify in the following courses:
  - 9.1 Giving, offering or accepting gifts and hospitality must be transparently, legally, and follow ordinary trade custom or tradition, with fitting value;
  - 9.2 Granting contribution or receiving aid must be transparent in accordance with stipulated laws by confirming that such transaction shall not be claimed as a bribery conviction; and
  - 9.3 The Company's operation, connection, negotiation, bidding, and other kinds of actions with the government or private sector must be proceeded transparently and in alignment with related laws. Moreover, the directors, executives and employees are prohibited from giving or accepting bribe in every process of operation.

### **(3) Respect to Human Rights**

Having policy on promoting and respecting human rights, the Company treats any concerning parties, namely employees, community, and surrounding society with the respect of the dignity, takes into account equality and freedom. The Company will not engage in discrimination on the basis of race, nationality, ethnicity, religion, color, sex, age, education, physical condition, and social status. The Company will control its business operation not to get involved in violation of human rights such as child labor and sexual harassment etc. Moreover, the Company will foster the awareness of actions to comply with stipulations of human rights. The Company thus provides the participating channel of opining and claiming for the victims suffered from the violation of human rights which is caused by the Company's business operation; provides the reasonable cure for such victims.

However, by taking into account the effective respect of human rights the Company will provide a proper understanding of the human rights principles and encourage its personnel to be conscious about compliance of human rights.

**(4) Fair Treatment of Employees**

The Company realizes the importance of human resources development and fair treatment of its employees, which will contribute to increasing the business value and reinforcing competitiveness and sustainable development of the Company in the future. The Company has set out the following policies and guidelines:

1. To respect the employees' rights in accordance with human rights principles and comply with labor laws;
2. To ensure that the employment process and employment conditions, including determination of remuneration and performance evaluation procedure, are fair.
3. To promote personnel development by organizing training sessions and seminars, including sending personnel to participate in seminars and academic training in the relevant fields to develop the personnel's knowledge, capability, and potential, as well as instilling good attitude, integrity, ethics, and teamwork into the personnel.
4. To provide welfare to the employees as legally required such as social security and other welfare in addition to what the law requires such as health and accident insurance, including giving financial aid to the employees such as scholarships for the employees' children and funeral payments.
5. To arrange for an annual physical check-up for every level of employees where each employee's risk factor level, age, gender, and working environment will also be taken into account.
6. To arrange for the employees to work safely and maintain good hygiene in the workplace by setting up measures for preventing accidents and encouraging the employees to be safety conscious, including organizing training sessions, fostering good health of the employees, and maintaining the workplace in a hygienic and safe condition.
7. To provide an opportunity for the employees to express their opinion or make a complaint regarding any unfair treatment or misconduct within the Company, as well as granting protection for the employees who report such matters.

**(5) Customer Responsibility**

The Company is determined to develop its products and services for the utmost satisfaction and benefit of its customers while maintaining the way it treats its customers with responsibility and honesty as follows:

1. The Company takes into account the quality and standard of the products and services as its first priority. The Company emphasizes on using materials of good quality and standardized production so that the customers can enjoy good-quality products and satisfactory service and obtain maximum satisfaction.
2. The Company has a project to develop new products continuously to meet the needs of its customers so that they can enjoy a variety of products that are of good quality and standard and are suitable for their needs.

3. The Company strongly believes in fair marketing and has a policy to provide the customers with the Company's product information that is correct and is not distorted, vague, or exaggerated so that the customers may have accurate and adequate information for their decision making
4. The Company takes into consideration the customers' safety and is determined to ensure that the customers can use products that are of good quality and are also safe in line with the standards and international rules and regulations on product safety. The Company always designs, creates, and develops new products so as to provide the customers with confidence in the quality, standard, and safety of the Company's products.
5. The Company will organize a customer relationship system to communicate with the customers and to receive customer complaints on the quality of the products effectively so as to respond to the customers' needs promptly.
6. The Company will keep the customers' information confidential and will not use such information inappropriately.
7. The Company also organizes various events to build a sustainable relationship among its customers and among the customers and the Company.

**(6) Environment Preservation**

The Company gives importance to its social responsibility in connection with environment preservation. The Company has undertaken to control the production of its products to be in strict compliance with the relevant laws on environment preservation.

**(7) Community and Social Development**

The Company realizes its responsibility towards society and communities. Therefore, the Company has a policy to help and develop society by focusing on making donations of textbooks, media, and other teaching aid for learning, including providing education support and student support as well as promptly and efficiently responding to any event affecting community, society and environment as the result of the Company's operation. In addition, the Company encourages its employees to be conscious about responsibility towards the environment and society.

**2. Operation and Report**

In order to maintain standard and development of corporate governance, including promoting corporate governance and protection and anti-corruption and creation of organizational culture by regularly disseminating matters related to corporate governance to directors, executives and employees, the Company has a plan to promote corporate governance and corporate social responsibility, including anti-corruption of the Company and supervise the organization to operate and comply with the said policy.

For supervising the Anti-corruption Policy, the Company will make a report the annual assessment result of corporate governance and corporate social responsibility of the Company, including preparing an opinion and suggestion in relation to a good governance and corporate governance and corporate social responsibility to the Audit and Corporate Governance Committee.

Approved by:



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Mr. Permpoon Krairiksh  
Chairman of Board of Directors  
Date: May 24, 2016