

- IFS shall provide fairness and safeguard staff who denies or informs corruption cases relating to IFS by applying Protection Policy.
- A person who commits the corruption is equivalent to misconduct in the Company's Code of Conduct. This means such person is needed to consider disciplinary followed by IFS's standard. Conviction on laws may be applied in case such act violates the laws.
- IFS concerns the importance of dissemination, knowledge sharing and communications with other people who involve or affect IFS so that those parties shall conform effectively to the Anti-Corruption guidelines.

### **Disciplinary Action**

Disciplinary action shall be in line with the Employee's Disciplinary Action Regulations issued by the Company and/or relevant laws.

### **Contact Information**

<b>IFS Capital (Thailand) PCL</b>	
<b>Address</b>	: 20 Floor Lumpini Tower, 1168/55 Rama 4 Road, Tungmahamek Sathorn, Bangkok 10120
<b>Tel</b>	: 0-2285-6326-32 0-2679-9140-4
<b>Fax</b>	: 0-2285-6335 0-2285-6289



**IFS Capital (Thailand) PCL**

### **Agents, Intermediaries, Suppliers, Clients and Others**

The Company encourages every person it deals with to aware of this policy and adheres to similar standard of corporate responsibility.





## ANTI-CORRUPTION POLICY

IFS Capital (Thailand) Public Company Limited (“IFS”) is committed to conduct its business with integrity and transparency as well as compliance with good practices in corporate governance. The Company is opposed to all forms of corruption as unethical behavior erodes free and fair competition, and impedes the economic and social development.

The Anti-Corruption Policy is a supplement to the Company’s Code of Conduct and has been approved by the Board of Directors.

**Corruption** means any types of bribery such as offering, promising, giving, accepting or soliciting of an advantage as an inducement (e.g. money, gifts, loans, rewards, fees, entertainments or other advantages) for an action which is illegal or unethical, as well as the abuse of entrusted power by using a title, responsibility and/or information derived from work performed for the company to do anything to render benefit to one’s self and/or other parties in order to directly and indirectly acquire money, asset or any other benefits not appropriate for the business or any illegitimate interest for oneself and/or other parties including any action found conflicting with the Code of Conduct practice unless the laws, rules, announcements, regulations and local customs or business practices have allowed so.

All Directors, Management and Staff “Employees” of the Company are prohibited from operating or accepting every type of corruption both in direct or indirect manner covering every business and related department in every country.

## POLICIES AND GUIDELINES

- The Employees of IFS must follow the Anti-Corruption Policy and the Company’s Code of Conduct by avoids involving with any course of corruption.
- All Management and staff of IFS shall not be negligent in any corruption conditions involved directly with the Company. All Management and staff must notify such act to supervisors or responsible person, including collaborate with investigation. Any queries or questions are needed to be consulted by the supervisor or a responsible person who monitors the Company’s Code of Conduct compliance provided in particular channels.

