



Business Ethics

BJC HEAVY INDUSTRIES PCL

Business Ethics

The Company implements Business Ethics with which its executives and employees need to comply as the Company's representatives as follows;

- 1. Shareholders** The Company operates business with transparency and efficiency. The Company intends to operate the business in order to achieve good operating results and long-term sustainable growth so as to maximize long-term value to the shareholders. In addition, the Company discloses reliable information to the shareholders with transparency

- 2. Employees** The Company treats all employees fairly and provides suitable remuneration. The Company places high priority on continuous development of the employees in terms of skills, knowledge and capabilities. Training and seminar are provided for all employees while caliber employees are motivated to continue working with the Company

Furthermore, the Company provides clear and strict guidance so as to prevent frauds and corruption and to motivate employees to comply with all the relevant laws and regulations such prohibition of inside trading

- 3. Business Partners** The Company has fair and equitable procedures for selecting business partners by providing the same information to all the prospective companies and selecting business partners based on clear assessment criteria. The Company also works with the business partners to agree on fair and appropriate terms and conditions, and the Company has the monitoring system to ensure that all terms and conditions are fully complied in order to protect all frauds during the selection process. The Company procures products from clients by strictly reaching commercial conditions and clients' contracts.

- 4. Customers** The Company has the responsibility to the customers to delivering products and services of quality that is in line with industry standards and customers' specifications. Additionally, the Company provides post-delivery service, detailed information relating to the products and services delivered to the customer, and a channel for customers to report defects or inadequate services so that the Company can immediately address the issues and take necessary corrective actions to prevent recurrences.

5. **Creditors** The Company will comply with the contract terms that the Company has agreed with the creditors, including repayments of principal and interests and retention of security assets.

6. **Competitors** The Company competes with competitors within the framework of healthy competition in compliance with all relevant laws and regulations while fair competition policy is also promoted by the Company.

7. **Environment and
Communities** The Company cares and gives priority to safety of society, environment and quality of life in the community in the areas where the company's business operations are located. The Company educates its employees to partake in the responsibility to preserve the environment and societies in line with the law and regulations. The Company also involves in various activities in building and preserving environment as well as promoting local cultures where the company runs the business operation