



กลุ่มน้ำตาล
ไทยรุ่งเรือง

ลิโห

Thai Roong Ruang Sugar Group

ประกาศ

ที่ สนบ. 1/2563

เรื่อง คู่มือจรรยาบรรณธุรกิจ ฉบับปรับปรุง พ.ศ. 2563

กลุ่มน้ำตาลไทยรุ่งเรือง

กลุ่มน้ำตาลไทยรุ่งเรืองตระหนักถึงการดำเนินธุรกิจตามหลักธรรมาภิบาลที่ดี กรรมการผู้จัดการ บริษัทในเครือทุกท่าน จึงมีความเห็นชอบให้มีการจัดทำ คู่มือจรรยาบรรณธุรกิจ (Business Code of Conduct) เพื่อเป็นนโยบายและเป็นแนวทางการปฏิบัติที่ดีให้กับคณะกรรมการ ผู้บริหาร และพนักงาน ทุกคน ได้เข้าใจ ยึดถือ พึงต้องประพฤติปฏิบัติตนให้สอดคล้องกับกฎระเบียบ ข้อบังคับ และจรรยาบรรณ ธุรกิจของบริษัทฯ ซึ่งเป็นสิ่งสำคัญในทิศทางเดียวกัน ให้เกิดเป็นวัฒนธรรมองค์กรที่ดี สร้างความเชื่อมั่น ให้กับ ผู้ถือหุ้น ลูกค้าและผู้มีส่วนได้ส่วนเสียทุกกลุ่มในการดำเนินธุรกิจก้าวไปข้างหน้าเติบโตอย่างมั่นคง และยั่งยืน

บริษัทฯ ใคร่ขอให้พนักงานทุกท่านรับทราบ ทำความเข้าใจ และยึดถือจรรยาบรรณธุรกิจฉบับนี้ เพื่อเป็นแนวทางในการปฏิบัติงานอย่างสม่ำเสมอในทุกกรณี

ประกาศ ณ วันที่ 11 กุมภาพันธ์ 2563

นางชนิดา อักษราร

ประธานกลุ่มน้ำตาลไทยรุ่งเรือง

Business Ethics
TRR Sugar Group

1. General Definition

TRR Sugar Group

- Thai Roong Ruang Industry Co.,Ltd
- Thai Roong Ruang Industry Co.,Ltd (Sakon Nakhon)
- Baanrai Sugar Industry Co.,Ltd
- Thai Multi Sugar Industry Co.,Ltd
- Cholburi Sugar & Trading Corp.,Ltd
- Phitsanulok Sugar Co.,Ltd

TRR Group's personnel

TRR Group's personnel comprises of Board of Directors, management executives, and employees of TRR Sugar Group

2. Business Ethics

- 2.1 Follow Rule of Law
- 2.2 Anti – corrupt practice
- 2.3 Nonpolitical involvement
- 2.4 Customers/ Consumers priority
- 2.5 Preparation and protection of Information
- 2.6 Safety and health standard
- 2.7 Social and Environment responsibility

2.1 Follow Rule of Law

TRR Group's personnel shall follow and value company's business ethic, rule, principle and regulations, this includes international human right.

Practices

2.1.1 TRR Group's personnel shall strictly comply with labor law, and strictly follow regulations and principle of international human right.

2.1.2 TRR Group's personnel shall study and understand their duties and responsibilities to follow both current and future regulations of government organizations and related agencies

2.1.3 TRR Group's personnel shall comply with the laws, rules, regulations, principles, customs of the countries in which the company operates its business.

2.2 Anti – corrupt practice

TRR Group's personnel must act with transparency, integrity and accountability.

Practices

2.2.1 TRR Group's personnel must not involve in direct or indirect corrupted practice.

2.2.2 TRR Group's personnel must not conduct or have a stake in or be a shareholder with management, power or be a board member of TRR Group's competitors or any business that may have conflicting interest with TRR Group.

2.2.3 In case the supplier has an executive, sales representative or shareholder who is a relative or close relationship with an executive or employee of TRR Group, that executive or employee of TRR Group must immediately report to his superior in writing.

2.2.4 TRR Group's personnel must strictly conduct anticorruption practice by not offering bribery, gift, money, donation, or treat that may lead to corrupted practice, and shall comply with the law.

2.3 Nonpolitical involvement

TRR Group shall be neutral in politics and support TRR Group's personnel, stakeholders for freedom of expression under Constitution.

Practices

2.3.1 TRR Group's personnel, individually, have the right to express political view outside working hours and must refrain from expressing their personnel opinions or engaging in political

activities during working hours, at the work place, or while carrying out duties on behalf of TRR Group, which may lead to conflicts in the office place.

2.3.2 TRR Group's personnel shall not persuade, pressure, force subordinate or colleague to support any political organization or political activities.

2.4 Customers/ Consumers priority

TRR Group shall value the importance of products quality and the sustainability of product development.

Practices

2.4.1 TRR Group's personnel shall provide complete and correct product information including all the conditions and services to customers.

2.4.2 TRR Group shall deliver products that are complied with international standard and honor contracts or conditions that have been agreed upon with customers.

2.4.3 TRR Group's personnel must respect the decisions and opinions of customers, must not violate the personal rights of customers, and must be willing to receive customer complaints and solve the problems in a timely manner.

2.5 Preparation and protection of Information

TRR Group employees must emphasize on protecting internal information. This includes secret information of related parties.

Practices

2.5.1 TRR Group employees shall prepare a timely, accurate, complete report according to standard as prescribed by law.

2.5.2 TRR Group employees are prohibited from adding, modifying, or recording, in any manner, any false information in order to change or distort any report or any document such as the operating results and accounting records.

2.5.3 TRR Group employees must not use the company that has not been revealed to the public for own benefit, whether information directly or indirectly.

2.5.4 TRR Group employees must keep company secrets with care. Do not allow the confidential documents or news of the company to be leaked or provided to others, which may cause damage to the company.

2.5.5 TRR Group employees must observe obligations of confidentiality and nondisclosure of proprietary and confidential information, intellectual property, and trade secrets of Thai Roong Ruang Sugar Group and others, including customers, suppliers, and former employers. Proprietary information includes financial, personnel, technical, or business information owned or possessed by TRR Group that has not been authorized for public release.

2.6 Safety and health standard

TRR Group follow safety and health standard, adopting measure to prevent injury according to the law.

Practices

2.6.1 TRR Group personnel including suppliers shall understand and strictly follow the company emergency plan, safety and health standard .

2.6.2 TRR Group shall provide sufficient personal protective equipment to employee during working hours

2.6.3 TRR Group allow employees to freely propose safety measure for safe working environment, this will not be considered as against company's rule.

2.7 Social and Environmental responsibility

TRR Group adhere to sustainability, responsibility to society, environmental taking into consideration of all parties concerned.

Practices

2.7.1 All employees must be aware and engage in helping developing and support TRR society.

2.7.2 TRR Group strictly comply with the laws relating to that activities and to ensure good effect to the society and environment

2.7.3 TRR Group investigate, monitor, and evaluate the results in order to prevent any adverse effect to the environment, health, and safety of the society. We also promote the freedom of expression and open communication with the society.