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Corporate Social Responsibility Policy

The Company and its subsidiaries conduct business under the framework of good governance, it is transparent and verifiable. The Company determines to develop business along with the creation of economy, society and the environment balance. The Company and its subsidiaries are committed to being good corporate citizens in sustainable business operations, be able to manage business growth steadily and be accepted by society on the basis of ethics and good corporate governance principles. This also includes the ability to create effective returns for shareholders by taking into account the impact of business operations on those involved with the Company and its subsidiaries in every aspect.

The Company and its subsidiaries are aware of the social and environmental responsibility; thus, the relevant policies have been established as follows:

1. Fair Business Operations

The Company and its subsidiaries have established guidelines for taking care of its stakeholders in the Code of Business Ethics by taking into account the responsibility to stakeholders, shareholders, employees, customers, trade partners, contractors, communities, society and the environment as well as promoting free and fair competition, avoiding actions that may cause conflicts of interest, any violation of intellectual property and anti-corruption in all forms. The various topics are as follows.

(1) Corporate Governance

The Company and its subsidiaries are committed to conducting business with accuracy, honesty, fairness and transparency, disclosing important and verifiable information. The Company and its subsidiaries will consider the benefits and the impact on shareholders, customers, employees, trade partners and all stakeholders. This includes the appropriate and fair sharing of benefits.

(2) Social Responsibility

The Company and its subsidiaries have a policy to conduct business with Corporate Social Responsibility (CSR) under fundamental ethical principles in order to ensure fairness for all stakeholders and implement good corporate governance principles as guidelines to maintain the balance of operations in terms of the economy, community, society and environment which will lead to sustainable business development.

(3) The Supervision of Compliance with Laws, Rules and Regulations

The Company and its subsidiaries focus on complying with laws and regulations related to the environment, occupational health and safety at the local, national and regional levels. This includes complying with international Code of Business Ethics. The directors, executives and employees are required to comply within the framework of laws, rules and regulations. They shall not take part in helping or violating related laws and regulations.

(4) The Supervision of Compliance with Intellectual Property Laws

The Company and its subsidiaries do not support any operations that violate intellectual property. Directors, executives and employees are required to comply within the framework of laws, rules, and regulations. They shall not be involved in helping or doing anything that violates other laws and regulations related to intellectual property.

(5) The Promotion of the Effective Use of Resources

The Company and its subsidiaries encourage directors, executives and employees at all levels of the organization to use resources efficiently, appropriately and adequately, and maximize benefits of these resources. This includes communicating, providing knowledge, supporting and creating awareness among employees as well as all related parties to manage the use of existing resources for the maximum benefit of the organization.

2. Respect for Human Rights

The Company and its subsidiaries give importance to the respect for human rights with a need to create impartiality and equality both inside and outside the organization. The Company and its subsidiaries regularly monitor and supervise the business of the Company and its subsidiaries not to be directly and indirectly involved in the violation of human rights, such as not supporting forced labor, supporting anti-child labor and respects and treats all stakeholders with fairness based on human dignity without discrimination. This includes treating all the personnel of the Company and its subsidiaries equally and does not discriminate based on locality, ethnicity, gender, age, skin color, religion, physical condition, position, family status or any other status that is not directly related to the operation. The Company and its subsidiaries also encourage the monitoring of compliance with these human rights requirements within the Company and its subsidiaries and encourage the implementation of human rights principles in accordance with international standards. The responsibility of human rights in business also covers affiliates, joint ventures and partners.

3. Fair Treatment of Labor

The Company and its subsidiaries have a policy that all employees work together under a happy working environment, accept one another and treat employees at all levels as family without taking advantage and caring for all employees. The Company and its subsidiaries have human resource management at every step, in order to have maximum efficiency, beginning with recruitment and personnel development, and providing continuous training for employees, determining fair remuneration and providing appropriate welfare. In addition, the Company and its subsidiaries also support and encourage all employees to have opportunities to make progress, provide training of every level of the organization and to develop skills that raise the level of professionalism based on the appropriate working environment. The policies of the Company and its subsidiaries are as follows.

(1) Remuneration and Welfare for Employees

The Company and its subsidiaries have a remuneration policy in the form of salary, fair bonuses according to employees' potential, as well as creating stability within the profession, giving fair opportunities to progress in their career and providing various welfare benefits for the employees of the Company and its subsidiaries in accordance with the law such as social security. Moreover, the Company provide welfare other than what the law requires such as health and accident insurance for employees. This also includes various types of grants, such as grants in aid for the cremation ceremony of the death of an employee's parent, etc.

(2) Development of Employee Knowledge, Potential and Training

The Company and its subsidiaries have a policy to promote personnel development by encouraging employees to develop their knowledge, abilities, and potential with a good attitude, morals and ethics and teamwork through study visits, training, seminars so that employees are developed effectively.

In addition, the Company and its subsidiaries also support the development of the organization and human resources by focusing on efficient work processes, establishing duties and responsibilities of employees clearly, determining appropriate returns, developing evaluation systems, and increasing employees' performance.

(3) Safety and Occupational Health Policy

The Company and its subsidiaries establish policies to support employees to work safely and

have good hygiene in a good workplace. The Company and its subsidiaries focus on preventing accidents that may occur at full capacity and strengthen employees' safety consciousness. The Company and its subsidiaries also provide knowledge through training and encouraging employees to have good health and not doing anything that is harmful to the health of customers or people receiving services. This includes maintaining a hygienic and safe workplace.

4. Responsibility to Customers and Consumers

The Company and its subsidiaries are committed to offering the highest quality products to customers in order to create the highest customer satisfaction. This is done as follows.

- (1) The Company and its subsidiaries consider the importance of product quality and standards. The Company and its subsidiaries focus on using quality raw materials and standardized production to allow customers to use quality products and receive maximum satisfaction.
- (2) The Company and its subsidiaries have a project to continuously develop and invent new products in order to meet the needs of customers, so that customers are able to use various products that have quality, are standardized and meet requirements.
- (3) The Company and its subsidiaries adhere to fair marketing practices and have a policy that allows customers to receive accurate information about the products of the Company and its subsidiaries. Information that is not distorted, obscured, or exaggerated in order to provide customers with accurate and adequate information for making decisions.
- (4) The Company and its subsidiaries take customer safety into account and is committed to providing safe quality products that are in accordance with international safety standards and requirements of the law. The Company constantly develops products, designs, and creativity so that customer have confidence in the quality standards and the safety of the products of the Company and its subsidiaries.
- (5) The Company and its subsidiaries provide a customer relations system in order to communicate with customers. This includes receiving complaints about product quality effectively in order to be able to respond quickly to customer needs.
- (6) The Company and its subsidiaries keep customer information confidential and will not use such information in inappropriate ways.

5. Environmental Care

The Company and its subsidiaries give importance to social responsibility regarding environmental preservation. The Company and its subsidiaries will proceed and control the production of the products of the Company and its subsidiaries to strictly comply with any laws related to environmental preservation under the concept of caring for and preserving the environment by focusing on caring for and developing production processes and selecting materials that are friendly to nature and the environment.

In addition, the Company and its subsidiaries also attach importance to reducing waste from production processes by adhering to the using less or using what is necessary principle. This objective is to maximize the benefits of recycling and sharing resources in order to maintain and avoid environmental damage. Provide environmental protection systems as a guideline and as a tool for business operation. The Company and its subsidiaries have an energy saving campaign, making the use of office supplies worth such as using re-used paper, turning off electrical appliances and air conditioners during breaks. Distributing media in CD or soft file form instead of paper. The Company and its subsidiaries also focus on communicative meetings and making transactions online more in order to reduce travel to and from the office, etc.

6. Community or Social Development

The Company and its subsidiaries have a policy to conduct business that is beneficial to the economy and society and adheres to being a good citizen and complies with all relevant laws and regulations. The Company and its subsidiaries strive to develop, promote and enhance the quality of life of society and the community where the Company and its subsidiaries are located in order to increase quality while simultaneously growing the Company and its subsidiaries.

The Company and its subsidiaries adhere to a policy that cares for and builds relationships with nearby communities. Therefore, the Company regularly supports community activities through the undertaking of various projects that consider the appropriateness and benefits that the community and society would receive for sustainable community development. This includes sending employees of the Company and its subsidiaries to participate in community activities as well as supporting community activities on a regular basis.

7. Innovation and Dissemination of Innovation from Socially Responsible Operations

The Company and its subsidiaries have brought the idea of social responsibility to adapt and create business innovations that produce benefits and ability to compete for the business and society. This is done by checking various processes of the business that are currently operating to see whether or not they cause any risk or have a negative impact on society or the environment and how. Study to find solutions to reduce these kinds of impact by thoroughly considering and analyzing work processes in all aspects in order to create opportunities that lead to the discovery of business innovations, create opportunities to invent new products and sustainable growth along with creating sustainable business profit.

8. Preparation of a Social and Environmental Report

The Company and its subsidiaries will disclose information in accordance with the compliance of the social responsibility guidelines so they are beneficial to all stakeholders. A report on the disclosure of social and environmental operations that cover business operations, the environment, safety and social aspects are prepared. This information is prepared accurately and provides a variety of information distribution channels which allows stakeholders to easily access information.

This shall become effective beginning on March 30, 2018 with the approval of the Board of Directors Meeting No. 4/2561.

This was announced on March 30, 2018.

-Mrs. Kannikar Chalitaporn-

(Mrs. Kannikar Chalitaporn)

Chairman of the Board of Directors
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