

## No Gift Policy

### Salee Colour Public Company Limited

The Company operates its business under the principles of good corporate governance and business ethics, is transparent, and treats all stakeholders equally. It avoids actions that may lead to discrimination or conflicts of interest. To comply with the anti-corruption policy, a gift - giving policy has been established, or any other benefits ( No Gift Policy ) to create good standards in transparent and efficient operations for sustainable growth.

#### **Principle:**

Company personnel must adhere to the principle of not accepting or giving bribes or other benefits to Company personnel or outsiders, especially government officials. **If such actions are proven, Company personnel are deemed to have committed an offense under Company regulations.**

#### **Guidelines:**

##### **1. Giving gifts, souvenirs or other benefits**

- 1.1. **Giving souvenirs and gifts** Must comply with the criteria set out in the company's regulations, such as **the value of gifts and souvenirs not exceeding 1,000 baht. Per person Continue the opportunity** And it should be given in a format that helps promote the company's image, as follows:
  - 1.1.1. Calendar Diary
  - 1.1.2. Company products
  - 1.1.3. Products used as the company's public relations media (Corporate Logo/Corporate Brand)
- 1.2. Giving gifts and souvenirs should be done according to the same standards to avoid discrimination.
- 1.3. Do not give gifts, souvenirs, property or any other benefits to spouses, children or related persons of government officials, customers, business partners and contact persons, as this is considered as accepting gifts on behalf of others.
- 1.4. Giving souvenirs on important business occasions such as the anniversary of the establishment or the signing of business contracts is permitted. **However, if the value of the souvenirs exceeds 1,000 baht, it must be approved by the company's top executives or in accordance with the company's regulations.**

**2. Organizing CSR activities in collaboration with government agencies or government officials .**

- 2.1. CSR activities in collaboration with government agencies or officials may be conducted as appropriate, provided that they are carried out in the name of the Company and are aligned with the Company's CSR policy. Such activities should have clear objectives, criteria, plans, and measurable outcomes, and must comply with the Company's established regulations.
- 2.2. Organizing CSR activities or any activities on behalf of the company must exclude those related to supporting the political sector.

**3. Receiving gifts, souvenirs or other benefits**

- 3.1. Company personnel shall refrain from accepting gifts, souvenirs, or any other benefits in all cases and shall have a duty to inform outsiders of the policy of refraining from accepting gifts. and adhere to the said policy
- 3.2. In the event that it is necessary to receive gifts, souvenirs or other benefits and they cannot be returned, the Company shall appoint a responsible department (Purchasing and Procurement Department) to collect such items and donate them to individuals or external agencies for charity or public benefit, except:
  - 3.2.1. In the case of consumables with an expiration date of less than 1 month, it is at the discretion of the department commander who received the gift to manage it.
  - 3.2.2. Calendar case Diary used as a public relations medium for the company. Employees can receive it as a personal gift.
  - 3.2.3. In the case of receiving gifts or souvenirs in the name of an organization, such as signing a business contract, this can be done. However, such gifts or souvenirs must be the property of the company.

**4. Support for travel expenses and other expenses for government officials**

Support for travel expenses and other expenses for government officials can be carried out as appropriate, subject to the relevant company regulations.

**5. Donations and support to government agencies or government officials, including charitable organizations .**

5.1. Donations and support to any organization must be made under the following conditions:

5.1.1. Is a reliable organization and / or legally established.

5.1.2. The operation must be carried out on behalf of the Company, transparently, legally and in accordance with the Company's regulations.

Executives and employees must understand and comply with the policy regarding receiving and giving gifts or other benefits. If in doubt, please contact the Company Secretary or the responsible department.

This policy is effective from January 10, 2025.



(Ms. Sopida Hirunshotipong)

Managing Director