



Quality Steel by Quality People

บริษัท จี เจ สตีล จำกัด (มหาชน)
G J Steel Public Company Limited

ทะเบียนเลขที่ 010753800401

No. GJS OD-05/2564

10 March 2021

Subject: Policy and Compliance with G J Steel's Anti-Corruption Policy

To: Executives/Business Owners

Attachment : 1. G J Steel's Anti-Corruption Policy
2. Letter requesting cooperation for refraining from giving gifts to executives and employees of the Company

As G J Steel Public Company Limited recognizes and pays attention to anti-corruption, including encourage employees at all levels to have awareness of all forms of corruption and the Company has become a coalition of Thai private sector practice against corruption. Therefore the Company had established an Anti-Corruption Policy as details in the document attached herewith.

In order to comply with the anti-corruption policy, GJ Steel Public Company Limited therefore, requests your company, partnership, enterprise which are our business partners to acknowledge and communicate to employees at all levels regarding Anti-Corruption Policy in order to strictly comply with the said Policy for any transactions with GJ Steel Public Company Limited.

Lastly, if you have any sign, any clue about corruption of GJ Steel Public Company Limited, employees or personnel, you can report to the Compliance Department Tel. 02- 267-8222 ext. 5151.

G J Steel Public Company Limited would like to thank you for your cooperation and complying with the policy in order to promote awareness of anti-corruption at both organization level and personnel level.

Yours Sincerely,

(Ms. Pannee Tanaprateepkul)
GM - Compliance Department



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บริษัท จี เจ สตีล จำกัด (มหาชน)
G J Steel Public Company Limited

ทะเบียนเลขที่ 0107538000-401

(Unofficial Translation)

Announcement HO. 017/2560

Subject: Anti-Corruption Policy of G J Steel Public Company Limited

G J Steel Public Company Limited (“Company”) places an importance on the business operation with honest, taking responsibility for society and its stakeholders. The Company also adheres to the principles of good governance, Code of Conduct of the Company (“Code of Conduct”) for its business operation, including in compliance with requirements of laws strictly. In this connection, the Company has imposed an Anti-Corruption policy (“Anti-Corruption policy”), and communicated with all directors, executives and employees of the Company for enhancing their knowledge and understanding of the importance of Anti-Corruption policy. As a result, all directors, executives and employees of the Company have been involved and recognized of the implementation of imposed practices in the Company’s business operation.

The Anti-Corruption policy is an additional to the Company’s Code of Conduct for its business operation, in which already been considered and approved by the Board of Directors.

1. Objectives

- 1.1 To represent the Company’s intention and commitment in opposition to any forms of corruptions, either directly or indirectly.
- 1.2 To define responsibilities, guidelines and regulation for all directors, executives, and all employees to be aware of and take action against and prevent corruption with all business activities strictly
- 1.3 To create confidence in customers, partners including business partners and other stakeholders.

2. Definitions

“Corruption” means bribery of any forms by ways of offering, promise to provide, provide, agree to provide, including request or accept of money, assets, services or other benefits that are inappropriate for government officer, government sector, private sector or any relevant persons in charge either directly or indirectly in order to do or refrain from duty of which deliver or preserve inappropriate business affair or other business benefit, including for benefit of himself, family, friends, unless otherwise provide by laws, rules and regulations, announcements, local culture or business practice.

3. Scope of Implementation

- 3.1 The Anti-Corruption policy applies to all employees of the Company, in which covers all directors, executives, and employees.
- 3.2 The Company expects that customers, partners including business partners and other stakeholders who have business relationship with the Company shall comply with the Anti-Corruption policy.

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Head Office : 88 PASE Tower, 24th Floor, Silom Road, Suriyawong, Bangak, Bangkok, 10500, Thailand

สำนักงานโรงงาน : อีโคโนมิคพาร์คบ่อวิน อ.บ่อวิน อ.ศรีราชา จ.ชลบุรี 20230 ประเทศไทย

Site Office : Benaraj Chonburi Industrial Estate, 358 Moo 6, Highway 331, Bowin, Sriracha, Chonburi 20230, Thailand

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4. Duties and Responsibilities

- 4.1 Board of Directors of the Company has duties and is responsible for the imposition of policies and to supervise the establishment of efficient anti-corruption systems. In addition, the Board has to ensure the management awareness and attention to the anti-corruption scheme, and embed the organizational anti-corruption culture.
- 4.2 Audit Committee has duties and is responsible for reviewing financial and accounting reports, internal control system, internal audit system, and risk management, in order to ensure that the anti-corruption process is adequate, appropriate and effective in accordance with international standards.
- 4.3 Risk Management Committee has duties and is responsible for assessing the corruption risk relevant to business activities, and for supervising the establishment of prevention measure or mitigation measures including the assessment.
- 4.4 Chairman of the Board of Directors, director, and managements, have duties and are responsible for establishing the encouragements and supports the anti-corruption policy, including the communication to employees and related parties. In addition, they are responsible for reviewing the appropriation of relevant systems and measures to be aligned with the changes in business practices, rules and regulations, including applicable laws.
- 4.5 Internal Audit Department has duties and is responsible for reviewing the operation whether it is aligned with policy, rules and regulations, including law and regulatory requirements, in order to ensure the control systems are appropriate, adequate and efficient in management of the corruption risk including reporting to the Audit Committee.
- 4.6 All employees have duties and responsibilities to strictly comply with policies and practices of anti-corruption.

5. Guidelines for Anti-Corruption policy

- 5.1 Directors, executives, and employees of the Company (including other companies in which the Company has control over its business partners, and persons who may be considered as intermediaries or agents of the company.) are not allowed to proceed with, provide, or support any kinds of corruptions, either directly or indirectly.
- 5.2 Any action described in the Anti-Corruption policy shall be aligned with the guidelines set out in the Code of Conduct, as well as policies and practice for the Company's stakeholders, including rule, manual for related work, and other practices imposed in the future.
- 5.3 The Anti-Corruption policy covers all activities related to the Company's operations. The supervisors at all levels are assigned to communicate with employees for use in business activities that are in charge and to supervise the operation to be effective.
- 5.4 To establish anti-corruption risk assessment throughout the organization annually.
- 5.5 For clarity in proceeding with the risks of corruption, all directors, executives and employees at all levels must treat with caution for the following matters.

5.5.1 Gifts, gifts, entertainment and expenses

Methods to grant or receive gifts, and entertainment shall be in line with guidelines described in Code of Conduct of the Company.

5.5.2 Donations for charity or sponsorship

Granting or receiving donations shall be transparent and legal. The donations shall not for use as an excuse for bribery. This is in line with guidelines described in Code of Conduct of the Company.

5.5.3 Business relations and procurement

It is prohibited to provide or accept bribes to conduct any types of business with partners, counterparties, government agencies or business units operating business with the Company. It must be done in a transparent, honest and in compliance with relevant laws.

This will be effective from 13 November 2017 onwards.

Please be informed accordingly.

Announced on 13 November 2017



(Mr. Chainarong Monthienvichienchai)
Chairman of the Board of Directors

1 December 2020

Subject: Request for cooperation in not giving gifts to executives and employees of G J Steel Public Company Limited

To The Executives, Business owner

As G J Steel Public Company Limited (“the Company”) announced its intention and participated in the Anti-Corruption and Corruption Program (CAC) since 2017, the Company has followed the intentions including give importance to supporting and encouraging people at all levels in the organization to have awareness of anti-corruption and all forms of corruption. And cooperation and refrain from giving gifts of all kinds to the executives and employees of the company in order to operate with transparency, fairness and good ethics in performance.

The Company encourages you to refrain from offering all kinds of baskets or gifts to the executives and all employee of the Company in New Year season or any other occasion, except for the slightest thing expressing your greeting and goodwill in the New Year period, e.g. calendar, diary, including note book which can be used in the business operation. This is for prevention of illegal exploitation, and potential conflicts of interest.

In this occasion, the Company hereby thanks you for your kind cooperation and support to the Company’s business operations as always.

Please be informed according.

Yours sincerely,

(Ms.Panee Tanapreateeekul)

General Manager – Compliance Department