

The Vegetable Oil Public Company Limited

Whistleblowing Policy

Whistleblowing Report

The Compliance Department has been made responsible for acting as a whistleblowing center for receiving reports concerning acts, behaviors or events that are any suspected violations of or failures to comply with codes of conduct. For any inquiries or reports which can also be submitted to the Manager of the Compliance Department, please directly submit your report by way of;

Mail Compliance Department
 The Vegetable Oil Public Company Limited
 149 Ratchadapisek Road (Thapra-Taksin)
 Bukhalow Thonburi
 Bangkok
 10600

Telephone 02-477-9020

Email compliance@tvothai.com

Actions on the complaints received.

1. Gathering Facts

The recipients of complaints will collect facts involving a breach or non-compliance of ethics manual by themselves or transferring the case to the Compliance Department to handle for them.

2. Scrutinizing and Screening Data

The recipients of complaints will be scrutinizing and screening all data in order to consider steps and how to deal with each case with an appropriate action by either themselves or transferring the case to be handled by the Compliance Department or to be processed by the Investigation Committee whereby the Investigation Committee will be appointed by the Managing Director from time to time.

3. Measures to be taken

The recipients of complaints will propose measures to be taken to stop the violation or non-compliance of ethics and plans to relieve damage to the affected parties based on the overall damage suffered.

4. Result Report

The recipients of complaints have a duty to report the result of the investigation back to the non-anonymous whistleblowers. In case of significance, the senior executives or Chairman as the case may be and/or Audit Committee and/or Board of Directors must be reported.

Protective Measures for the whistleblowers or parties giving cooperation during the investigation.

Whistleblowers or parties who give cooperation to the investigation will be given protection under the following criteria;

1. Whistleblowers or cooperators can choose not to disclose their identity if such disclosure will potentially lead to danger or damage. However, identity disclosure can give several benefits such as receiving progress reports or clarifications or damage mitigation in a timely manner.
2. The company would not disclose names, surnames, addresses, photos or other related information that can identify the whist blowers or cooperators and will conduct an investigation to find out whether each case is unfounded.
3. Recipients of complaints must keep the information confidential and reveal the info to the extent necessary by taking into account safety and damage that may occur to the whistleblowers or cooperators without any request if it can potentially cause damage or danger.
4. The affected parties suffering damage will be provided with relief aid through an appropriate and fair program.