




Policy: Whistleblowing or complaints
(Whistle Blowing Policy)

Document Number: PB-COM-027

Effective date: 14 August 2020

	AMR Asia Company Ltd.	Doc. Code	PB-COM-027
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Company policy

Subject - Whistleblowing or complaints

1. Objectives

In order to comply with the resolutions of the Board of Directors, AMR Asia Public Company Limited (“the Company”) issued a whistleblowing policy announcement or complaints. The purpose is to notify relevant persons to be informed and act accordingly to ensure the company has channels and processes for whistleblowing or complaints that are transparent, safe and fair to the whistleblower or complaint.

2. Scope of Whistleblowing or complaints

When there is a doubt, believe that or there is a reason to believe in good faith that an act of dishonesty or non-transparency or there is a violation of good practice regarding

- 2.1 Company policies, regulations, rules
- 2.2 Good corporate governance, Code of Conduct and Ethics of the Company
- 2.3 Laws, regulations or orders of the governing organization

3. Person and method of whistleblowing or complaints


Company personnel at all levels Including third parties or those who know the doubt to the scope as specified in article 2 can give a clue or complaints to the company by the following methods

- 3.1 Clearly provide the name, address and contact telephone number of whistleblower or whistleblower including the name of the offender and the incident that is reliable information and evidence and witness (if any) so that the company can report its progress or clarify the fact or alleviate the damage more conveniently and quickly.
- 3.2 Able to report clues or complaints. Via various channels as follows
 - 3.2.1 Send email to whistle.blowing@amrasia.com
 - 3.2.2 Send a post to the Human Resource Management Department At the following address

AMR Asia Public Company Limited (Headquarters)
469 Soi Prawit and Friends, Prachachuen Road,
Ladyao Subdistrict, Bangkok 10900

4. Procedures

- 4.1 When clues or complaints are received, the Company must submit to the Managing Director. The Managing Director can appoint an investigation and investigation committee.

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4.2 Investigation Committee is responsible for investigating the facts, assess, and verify the raw data received with the relevant authorities.

4.3 When the committee investigates and examines facts, it was found that the information received contained facts that there might be an offense. The committee shall investigate and examine the facts. It may propose to the Managing Director to execute disciplinary action or punishment per the company's regulations

4.4 Report of the investigation results to the whistleblower or complaints to acknowledge.

5. Protection

5.1 The company will keep information and details of whistleblowers or complainants and the person being complained in secret or may be disclosed only to those involved in the investigation or among persons involved. Any disclosure of information must be considered carefully by taking into account the safety and damage of the whistleblower or complainant, source of information or related persons.

5.2 In case the complainant or those who cooperate in the investigation is reluctant about their safety or may have suffered damage. He or she can request the Human Resources Department or the investigation committee to provide appropriate protection measures.

6. Complaints in bad faith

Reporting a complaint, whistleblowing, giving a statement or providing any information if it can be proven to act in bad faith or deliberately defraud, in the case of employees, disciplinary action must be taken in accordance with the work regulations and company regulations. In the case of an action by a third party Including actions by company employees and caused the company to suffer. The company may consider taking legal action as appropriate.

Announced on 14 August 2020

AMR Asia Public Company Limited

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(Mr. Somsak Channoi)

Chairman of the Board of Directors