

Whistleblower reports and protection

There is a rule that employees witnessing corrupt acts or possible corrupt activities, direct or indirect, must report such activities to the prescribed channel. To protect whistleblowers and witnesses, their identities will be concealed and be disclosed only by legal orders. No actions will be launched against the persons who deny corruption, though such acts may cause opportunity loss to the Company. Upon requests, executives and staff must cooperate with the investigating committee.

For Complaint/whistleblower report and whistleblower protection, stakeholders - employees and outsiders affected or risking to be affected by the Company's operations or by executives and employees' illegal, unethical and possible corrupted acts - can file their complaints, report suspicious acts or recommend improvements through the following channels.

Reporting Channels

Complaint / Whistle blower receiver	Reporting channels		
	E-mail	Corporate website	By post
Chairman or directors	directors@ratch.co.th	www.ratch.co.th (Corporate Governance/ Whistleblower Channel pages and select the e-mail of the preferred compliant receiver)	Addressed to the receiver: RATCH Group PCL 72 Ngam Wong Wan Rd. Bangkokhen, Muang Nonthaburi, 11000
Independent directors or Audit Committee's members	id@ratch.co.th		
Chief Executive Officer	ceo@ratch.co.th		
Vice President- Head of Internal Audit Division	internalaudit@ratch.co.th		