

7. Policy of protection and justice for staff who give information or evidence relating to corruption or any action against the law, discipline, regulation, and ethics (Whistleblowing Policy)

Definition

Company means SCG Ceramics Public Company Limited

Subsidiary companies mean

1. Company or corporation that SCG Ceramics Public Company Limited owns or holds common stock in company or corporation over 50% regardless of direct shares or indirect shares of individual or corporation

or

2. Company or corporation that SCG Ceramics Public Company Limited is authorized to manage financial policies and any procedures that lead to benefit from activities of that company or corporation.

Staff means a person who signed labor contract or special contract with the company.

Complainant

1. Staff who detected any action against the law, discipline, regulation, and ethics in business procedures
2. Staff who were victimized, threatened, and punished under discipline punishment: salary deduction, suspension, dismissal, or discrimination since they gave information during the stage of investigation or gathering information. Also, being litigated from being witness, giving statement, or cooperating with the court or government agency.

Compliant Recipient

1. Trusted Supervisor
2. Personnel Supervisor
3. Audit Supervisor
4. Board Secretary
5. Director