



บริษัท ยูนิมิต เอนจิเนียริง จำกัด (มหาชน)
UNIMIT ENGINEERING PUBLIC COMPANY LIMITED
ทะเบียนเลขที่ 0107548000323 <http://www.unimit.com>

Announcement of Conflict of Interest Policy

Objective: The purpose of this policy is to protect the integrity and transparency of Unimit Engineering Public Company Limited's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of staff, management and directors, hereinafter referred to as "All Members".

It is Unimit's policy that All Members must be free from any conflict of interest which could adversely influence their judgment, objectivity, or loyalty to the company including Unimit's business activities and assignments. All Members will strive to avoid any conflict of interest between the interests of the company and All Members' personal, professional, and business interests. This includes avoiding actual conflicts of interest as well as any perception of conflict of interest.

All Members are expected to recognize when they have, potentially may have, or could be perceived as having, a conflict of interest. All Members should consult the management if in doubt what circumstances might/would create a conflict of interest.

Guidelines on conflicts of interest include, but not limited to:

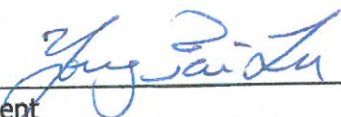
1. **Personal Workplace Relationship:** In a supervisory, subordinate, control relationship (i.e. having influence over conditions of employment) over, or hiring decision with, closely related persons.
2. **Outside Engagements:** Have any kind of paid or unpaid engagement with any entity (person/organization) that may impact the Member's performance at Unimit.
3. **Personal Financial Interest:** Own any interest, directly or indirectly in another organization that is either a business partner, customer, supplier, related authorities or competitor.
4. **Gifts, Entertainment, and Travel:** Directly or indirectly solicit or accept from any Unimit business partners or competitors:
 - Cash or Cash Equivalent
 - Gifts: if over Unimit's policy on accepting gift, should be declared to and turned over to Management.
 - Meals, Travel, Entertainment: unless it predominantly meets Unimit business purpose, is accompanied/attended by representative of the business partner, and does not influence (and cannot be perceived as influencing) the Member's business judgment. Any exceptional or non-ordinary entertainment requires the prior approval of the Management.
5. **Fees, Commissions, Services, and Other Favors:** Directly or indirectly solicit or receive a fee, commission, service, or other favors from any business partner or competitor.

1/2

Upon appointment, each Member will make a full, written disclosure of interests, such as relationships, and posts held, that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.

In the course of employment/engagement, All Members will disclose any interests in a transaction or decision where there may be a conflict between the company's best interests and the Member's own interests, or a conflict between the best interests of Company and the other organization that the Member is involved/affiliated with.

Date Adopted : 5th April 2017



President
Unimit Engineering Public Company Limited