

Announcement QTC59067

Subject Human Resource Management Policy

QTC Energy Public Company Limited recognizes that human resources are the most valuable asset and a key factor in leading the organization toward success. The Company is therefore committed to developing employees' capabilities, while promoting employees' responsibility toward society and the environment, as well as fostering happiness in the workplace. Accordingly, the Company has established this human resource management policy in line with the organization's sustainable development guidelines as follows:

1. The Company shall recruit and appoint employees based on the necessity and suitability of the work, without discrimination and by providing equal opportunity to all, including women, persons with disabilities, and other disadvantaged groups. Employees to be recruited and appointed must be considered on the basis of qualifications, experience, competence appropriate to the position, good attitude, and honesty and integrity.
2. The Company shall consider employing persons with disabilities who are suitable for the Company's working conditions. If the Company is unable to employ persons with disabilities who are suitably qualified, it shall consider contributing to the Fund for the Empowerment and Development of the Quality of Life of Persons with Disabilities in accordance with the law.
3. The Company has no policy of seeking improper benefit through violation of child labor human rights, but shall support and promote internships or training programs in compliance with relevant rules and laws.
4. The Company requires employees to uphold and strictly comply with the Code of Business Conduct, Anti-Corruption Policy, corporate values, work rules and regulations, and all announcements, orders, and policies.
5. The Company promotes equal opportunities for employees to develop their capabilities. Career advancement shall be considered on the basis of knowledge and ability, depending on the quality and success of work that reflect being a "competent person," and on honest, generous, and ethical behavior that reflects being a "good person," which are regarded as essential attributes of employees.
6. The Company shall consider employees' wages and remuneration fairly, taking into account the duties and responsibilities of the position, economic conditions, cost of living, prevailing market wage rates, and the competitive landscape in comparison with other companies of a similar business nature.
7. The Company shall promote a good quality of work life for employees, ensuring safety and happiness in the workplace, by encouraging employees to participate in continuous improvement.
8. The Company shall promote and maintain mutual understanding between employees and management and among employees themselves, as well as pay attention to employees' opinions and grievances. Upon being informed, the Company shall promptly consider employees' opinions and complaints in accordance with the prescribed procedures.

Accordingly, Order No. QTC58037 dated 19 May 2015 shall be repealed and this announcement shall be used in its place. Executives, supervisors, and employees at all levels are requested to understand and strictly comply with this policy for the sustainable development of the organization.

Announced on 27 December 2016

Mr. Poonhiphat Tantanasin

Chief Executive Officer and Managing Director

Head Office :

2/2 ซอยกรุงเทพกรีธา 8 แขวง 5 ถนนกรุงเทพกรีธา แขวงหัวหมาก เขตบางกะปิ กรุงเทพฯ 10240
2/2 Soi Krungthep Kritha 8 (5), Krungthep Kritha Rd., Huamark, Bangkok, Bangkok 10240 THAILAND
Tel: (66) 0-2379-3089-92 Fax: (66) 0-2379-3097 www.qtc-energy.com

Factory :

149 ม.2 ต.ปลวกแดง-หัวยปราม ต.มาบยางพร อ.ปลวกแดง จ.ระยอง 21140
149 M.2 Pluakdaeng-Huayprab Rd., Tambol Mabyangporn Amphur pluakdaeng Rayong 21140 TH
Tel: (66) 0-3889-1411-3 Fax: (66) 0-3889-1414 www.qtc-energy.com