

## WHISTLE BLOWER POLICY ON UNLAWFUL PRACTICES

### **1. Objective:**

Asia Industrial Textile Co., aims to provide a business atmosphere which is free from unlawful practices especially corruption and bribery among stakeholders.

Directors and employees of Asia Industrial Textile Co., Ltd are committed to comply with

- a. Applicable laws and rules of Royal Thai Government,
- b. Code Governance and Ethics adopted
- c. Policies and procedures documented

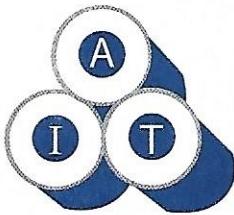
The Purpose of this policy is to provide a framework through which all the Directors and employees as well as External Stakeholders (Customers, Vendors, Suppliers, Outsourcing Partners, etc.) report their genuine concerns and actual / potential violations to the designated officials of the Company fearlessly.

### **2. Who can report:**

Any whistle-blower among the Directors, employees of the Company and External Stakeholders can report genuine concerns and actual or potential violations.

### **3. Concerns or violations that can be reported:**

- a) Deliberate or unintentional non - compliance of the applicable laws,
- b) Improper and unlawful practices,
- c) Cases of frauds,
- d) Financial and accounting irregularities,
- e) Misappropriation of Company's funds,
- f) Violation of Code of Corporate Governance & Ethics inter-alia nondisclosure of conflict of interest or indulging in insider trading.



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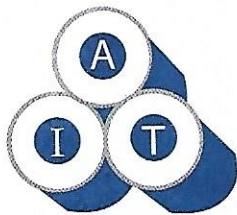
#### 4. Lodging of Complaints:

Complaints on the matters listed at paragraph 3 above, including anonymous, can be directly reported/ lodged with the following designated official:

Mr. Narinder Singh Kukreja  
Chief Executive Officer  
95, Inthrawat Road,  
Bangramad,  
Talingchan,  
Bangkok - 10170  
Thailand  
Mobile No: +66898913366  
Email Id : [gtt94@gttrading.co.th](mailto:gtt94@gttrading.co.th)

#### 5. Investigation Procedure:

- a) All the complaints received by the designated official as above shall be logged and reviewed by CEO along with Directors of the company.
- b) CEO and Directors shall form a team to investigate such complaints. The team shall investigate and hear the parties, as may be needed, after due notice, and shall file its Closure Report or Investigation Report to CEO and Directors within a month of its appointment or such other extended time as desired by CEO and Directors.
- c) On receipt of the Closure Report or Investigation Report, the CEO and Directors shall recommend action as it deems fit after considering the Closure Report or the Investigation Report and other relevant and material facts placed before it. Recommendation shall be
  - i. Either accept the recommendation for implementation / taking suitable action, if it finds that no further investigation is required on the complaint,
  - ii. Or order a further investigation thereon, and;



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- iii. Take such action on the complaint as it may deem fit, based on the finding(s) of the further investigation.
- g) CEO and Directors shall also ensure that the person engaged for carrying out investigation is not a whistle blower or complainant.
- h) In case, any member of the investigation team has conflict of interest in any complaint, the remaining members of the Audit Committee shall deal with the matter.

## 6. Protection and Safeguards:

CEO, Directors and the investigation team shall ensure

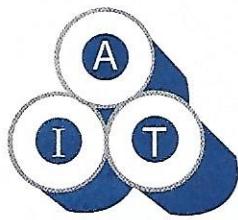
- a) protection of complainant/ witness, if any, against any harassment and victimization
- b) protection of the complainant identity and to keep the documents and evidence submitted confidential. However, CEO and Directors may share identity of the complainant and the documents and evidence, to the extent it is required, with the investigation team for the purpose of investigation or with the investigation team or Statutory Auditors or any Statutory Authorities, as required under the applicable law.

## 7. Frivolous Complaints:

CEO and Directors shall take suitable action against the complainant for any frivolous complaint.

## 8. Miscellaneous:

- a. All the relevant documents namely complaint or the gist of oral complaint, as the case may be, information/ document obtained during the investigation as evidence, including from witness, if any shall be fully secured to avoid any tampering and shall be preserved for a period of 2 years from the date of the closure report or the investigation report, as the case may be.



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b. In exceptional cases as may be decided by CEO and Directors after considering the facts of such cases, the whistle blower / complainant shall be provided direct access.

Revision	Approved by 	Approval Date
1	<b>Chief Executive Officer</b>	02.10.2023

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