

Aeronautical Radio of Thailand Ltd.

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Announcement

Good Faith Commitment Intent in Administration

The Company carries out its operations under Principles and Guidelines on Corporate Governance of State-Owned Enterprises 2552 of State Enterprise Policy Office, with practice according to fair treatment to all stakeholders and an anti-corruption policy.

The Company, therefore, declares its intention to manage the organization with honesty in order to focus on encouraging integrity, transparency in administration and freedom from corruption by executives, staff and employees in order that they may strictly comply with this intention under the laws. They will also be prepared to be monitored and have their performance examined according to the intention that they honestly declare. In addition, they will carry out their duties with responsibility to the organization and the public thereby enhancing maximum benefit to the Country by following the guidelines of good faith commitment intent in administration as attached to this announcement.

It is, hereby, announced for general acknowledgement.



Onurai Komain (Mrs.)

Executive Vice President

Acting President

Office of the President

Copy to: PP. EVP. EXE. DPE.

VP. EXV. DPV.

Senior Director EXS. DPS.

Director/Chief of Operation/Chief of Operational Administration

Chief, Policy and Strategy Management Bureau EXD. DPD.

Staff Union, Cooperative

Good Faith Commitment Intent in Administration Guidelines

1. **Transparency** means performing AEROTHAI's functions with transparency and good corporate governance, and carrying out duties fairly and ethically as follows:
 - 1.1 The distribution and disclosure of AEROTHAI's information must be explicit, accurate and complete, allowing the general public or stakeholders to access AEROTHAI's information easily and promptly.
 - 1.2 Procurement processes must be carried out with transparency in all steps according to the laws.
 - 1.3 The stakeholders must be given an opportunity to participate in AEROTHAI's operations in various processes including giving opinions, taking part in setting and drafting plans, implementing plans and monitoring and inspecting AEROTHAI's operations.
 - 1.4 Managing/handling complaints regarding lack of transparency or misconduct by any staff member.

2. **Accountability** refers to staff performing their duties with responsibility according to their roles by judging the success of their work. They are ready to perform their work according to their duties and their working behavior aims for success as follows:
 - 2.1 AEROTHAI's executives and staff must behave in such a way that displays their willingness and full efficiency in performing their duties.
 - 2.2 The staff must perform their work by precisely, accurately, completely and strictly following all processes set by the laws and regulations. They must be courageous enough to take responsibility for the outcome of their work.
 - 2.3 AEROTHAI's executives must set the direction and policy with the intention to manage the organization with honesty, and they must be ready to take full responsibility when any errors occur in order to promote confidence in society that AEROTHAI is run with morality and good governance.

3. **Corruption-Free** refers to the behavior of government officers who must perform their duties fairly and transparently according to the standard procedures or service provision when submitting services or service provision procedures. Government officers must be non-discriminatory when special offers or incentives are given for the benefit of themselves, their group or their friends. If there are many officers in an organization who perform their duties fairly according to standard procedures or the service provision process, the organization will be corruption-free. They must act as follows:

3.1 Keep an eye on and prevent AEROTHAI's staff from doing anything that may be considered as misconduct such as asking for money, gifts or any other benefits from stakeholders in exchange for doing their job, or performing/failing to perform duties/misusing their position to enhance benefit to themselves, their friends/relatives or others.

3.2 Keep an eye on and prevent AEROTHAI's executives from misrepresenting policy in any way that may be considered as fraudulent, such as the support of relationships between AEROTHAI's executives and stakeholders who are private business holders that provide benefits from AEROTHAI's project contracts or concessions in exchange for policy setting or any authorization from AEROTHAI's executives.

4. **Integrity Culture** means the Government units carry out their functions with morality and integrity according to the code of integrity and professional conduct and having efficient anti-corruption systems as follows:

4.1 Educate AEROTHAI's staff or pass on information and instill in them right behavior and attitudes in doing their job until these practices become AEROTHAI's routine ways of operating or good culture. This socialization process will not allow or tolerate any corruption and will create social sanctions resulting in shame or fear for any misconduct.

4.2 Instill and create a culture that can distinguish between one's own benefits and the benefits of others which is the fundamental basis of corruption prevention.

4.3 Set and draft AEROTHAI's Way for Anti-Corruption.

4.4 Have strong and efficient internal audit procedures (checks and balances) which will enable AEROTHAI's staff to realize the negative results of corruption until a culture of anti - corruption is generated.

5. **Work Integrity** refers to administration management systems of the organization that operate with morality and transparency in operations for the benefit of the general good. It includes internal personnel management based on human resource development principles which are recruitment, development and human resource management, and effectual budget execution. This means that the organization spends its budget for the maximum benefit of the organization and according to the objectives of the budget. In addition, there must be fairness in work assignment by considering knowledge, abilities and working standards as follows:

- 5.1 Emphasize the importance of work procedures by having manuals that explain the work clearly.
- 5.2 Always strictly follow the manuals or working standards and carry out work fairly and equally.
- 5.3 Have morality in AEROTHAI's personnel management of human resources in areas such as employment, appointment, transfer, evaluation, etc., and in motivation procedures (incentives) and career path and staff development.
- 5.4 Have morality in budget execution. The spending of the budget must be transparent and wise, getting the best value for money when purchasing necessary items for the organization's functions.
- 5.5 Have morality in instruction or assignment of work for executives. Consideration must be given to the legal scope of responsibilities of the assignees. Each assignee must be treated fairly. There must be communication and care, monitoring the job assigned, as well as taking full responsibility for the outcome of the job assigned.
- 5.6 Emphasize the importance of an environment which accommodates and supports the staff in their work at AEROTHAI.