

## **Whistle Blowing Policy**

**Prodigy Public Company Limited** has made The Whistle Blowing Policy has been established in order to create awareness of all stakeholders whether internal personnel within the organization or from outside the organization that can report clues and complaints. In case that may arise from the operation conducting business activities of the Company which may be contrary to the Company's rules and regulations including against the law.

So that help improve or take action proceeding to ensure accuracy appropriate transparent and efficient in conducting more business operations. As well as having protection measures for whistle-blowers/ complainers in order to build trust with those people cooperate fully with the Company.

### **Objective**

1. To promote encourage to be a stakeholder in every sector. Able to notify clues/complaints immediately. If there is information about wrongdoing or behavior that is suspected of wrongdoing from the practice not against the law or related regulations. Including various policies that the company's guideline.
2. To make the blackout The Company's business operations are accurate appropriate transparent and more efficient in line with the principles of good corporate governance. Also prevent risks including the damage that may happen.
3. To give importance in the whistleblowing/complaint process from all stakeholders in order to protection of whistleblowers/complainants act with integrity.

### **Definition**

1. "Whistleblower/ Complainant" any person who has provided a clue, reported or complained about an act that violates or is suspected to violate the law. against laws, policies, regulations, of the Company. Business conduct and ethics and must comply with work practices that will be protected in such actions.
2. "Investigative and fact-finding committee" which may be the audit committee or a person assigned by the Board of Directors. Who carry out the investigation and investigation of facts, investigating offenses Misconduct Corruption under regulation the Company's fact-checking process and report to the Board of Directors Business ethics and conduct and work practices.

### **Procedures**

1. Upon notification of clues, the assigned working group will be responsible for filtering and investigating the facts that will inform the progress to whistleblowers/complainants.

2. If the fact-finding investigation reveals that the information or evidence has reasonable grounds to believe that the accused has committed an offense. The Company will grant the right to the accused acknowledgment of the allegation and the right to alleged self-identification. For obtaining additional information or collateral that demonstrates that he or she does not have related to the action wrongdoing as alleged.
3. If it is proved that the complainant has actually committed an offense. The Company will consider it to be an offense against the Company's policy which must be treated accordingly disciplinary action in accordance with the regulations set by the Company. If it is an action violation of the law of the borrower failure to do so may be punished according to the law.

### **Protection of Whistleblowers/Complainants**

Whistleblowers or Complaints and there are any rules Related, the Company will pay attention and will be insured to protect and keep it confidential. In order not to cause any impact on those who provide information. The Company will ensure fairness to the Company's personnel and business associates are treated equally. According to the Company's rules protection will be given to whistleblowers/complaints and the complained matter is kept confidential and proceedings are taken to protect the whistleblower/complainant. Who have not any impact on business decisions and there is a clear conclusion to the action.

### **Confidentiality of personal information and misconduct against**

The Company's individuals or business associates including whistleblowers/complaints from outside will receive privacy protection and personal information when reporting any misconduct. That conflicts with the Company's policies, rules and regulations and the law. The Company encourages personnel of the Company to identify themselves when reporting clues complaints or reports for convenience in contacting and Investigate for more information.

When the Company's personnel or business associates do reported the receiving agency will take appropriate safeguards and safeguards to enable an effective investigation and protection of the Company's personnel or its business associates. Including whistle-blowers/complaints from outside parties from bullying or unfair treatment.

However, the company will operate without prejudice and will not bring Whistleblowing/Complaining. It is the criteria for considering returns and promotion and any other benefits that are expected will receive or the business associate should receive from working or conducting business with the Company.