



1. Good corporate governance  
The Company operates the business in accordance to the policy of business operations with honesty, transparency, and fairness, in which its actions can be inspected by considering the responsibility towards the related stakeholders.

2. Business engagement with fairness  
The Company operates the business under competitive

and Network Systems”, in which the Company’s computers must use software that received permission from the copyrights’ owners and are granted the permission to use from the Company only.

3. Fair treatment to personnel and respect in human rights

The Company strictly operates the business under the required labor regulations and has procedures of

motivate employees, such as;

- Send employees to receive both internal and external training according to the jobs’ responsibilities, in order to enhance knowledge and capabilities of the employees and adapt them to their works.

- Annual medical check-ups for all employees and also their family for special price.

- The Executive meet employees: The annual meeting the executive to communicate policies, the Company’s direction.

- To Present Gifts to employees who complete their 10, 20 and 25



rules that are honest, truthful, do not oppose any regulations, and do not infringe intellectual properties. If the Company is to use the works or information that belongs to the external individuals’ rights for the Company’s internal use, then the Company must carefully inspect to ensure that it is not infringing the intellectual properties of others. The Company also promotes and builds conscience among employees to perform in accordance to the Copyright Act of B.E. 2537, by setting a policy about “Rules for using the Company’s Computers

personnel management that promote employees’ rights and support development in career advancement of employees in every level with equality and fairness, and does not perform any bias in treating the employees. The Company supports human rights, is open to listen to comments and suggestions, and provides freedom in the grouping of employees. The Company absolutely does not have employment policies for child labor and illegal labor. Apart from this, the Company also organizes various activities to develop and

years of service.

- Other benefits such as provident fund and health insurance, etc.

- Promoted employees to participate in value-creating activities or perform acts of moral good for the society

- Promote Safety in the Workplace Program: Managed workplace risks by arranging firefighting scenario and evacuation fire drill training continuously, recognizing in the safety of working place and various infrastructure systems with various safety equipment support so that all



employees can work safely and healthy.

- Promoted unity, such as organizing New Year's Party for employees and allow the employees of every departments to participate in activities to create team unity and know their co-workers better

4. Responsibility to consumers  
The Company gives importance to the standards of the Company's goods and services. For instance, apart from the good articles published in the Company's magazines, the Company also uses products that are safe for consumers by using soy ink for printing only. For services, the Company is focused in create customer satisfaction with honesty and fairness.

produce odors and become the source of breeding germs, in order to keep the community clean and unpolluted.

6. Environmental preservation  
The Company is aware of the environmental quality, thus promotes optimal use of natural resources and develops the work process to reduce the usage of natural resources as much as possible, such as promoting information sharing as soft-file, using paper only when necessary and on both sides, classifying recycled trash for free, donating old calendars to the Foundation for the Blind to produce Braille books, using energy-saving electrical appliances, and creating conscience to preserve the environ-

Smiles" topic. Apart from this, the Company's employees also volunteered to take care of the children in this project, and the painting that win the contest will be produced as New Year's card to build pride for the children and motivate them to realize the value of themselves.

- Arrangement of the "Thailand Top Company Awards 2015" Prize-giving ceremony for showing the achievement of Thai Business organizations where have both quality and code of conduct

- Giving scholarships to the University of the Thai Chamber of Commerce to Support academic activities

- Donated books and magazines



5. Development in community and society  
The Company promotes employees to show their social volunteer spirit by organizing "IT School Camping" events to provide knowledge in Information Technology (IT) for students in various academic institutions, and organizing the Company's annual fire escape trainings, in which the Company also allowed the public in surrounding areas to participate in the training. Furthermore, the Company always maintained the garbage areas to be clean, not disturbing, does not

ment amongst employees, including closing lights after using, and lessening the use of elevators.

7. Responsibility to the society in other areas

- Promoted the "Card for You" project by The Better Thailand Foundation, which is a project that opens opportunities for disabled and underprivileged children to express their imagination through color pencils, paint brushes, and color inks. In 2015, the children expressed the capabilities in art under the "Creating Love and

in the Group to the Institute for the Promotion and Development of Learning Innovation

- Employees of ARIP Company participated in a charity running event to help breast cancer patients in the "12 August Half Marathon Bangkok 2015" event at Queen Sirikit National Convention Center

- COMTODAY organized a "COMMART Smart Workshop" training seminar to provide free knowledge and information for the ICT event participants:

"COMMART Next Gen 2015" and "COMMART ComTech 2015" events.



