ASIA AVIATION
Public Company Limited

Whistleblowing Policy

Asia Aviation Public Company Limited

Whistleblowing Policy

POLICY STATEMENT

Asia Aviation and Thai AirAsia's Whistleblowing Policy is to enable genuine and legitimate concerns to be raised by employees, directors and others. The policy provides an opportunity for those concerns to be investigated and for appropriate action to be taken to ensure that the matter is resolved effectively and within the company wherever possible.

Concern should be reported

- Commission of fraud and/or corruption
- Abuse of position
- Unauthorized use of Company's money, properties and/or facilities
- Involvement in conflict of interest and/or business opportunities positions
- Non-compliance with Company's policies and procedures and/or code of conduct
- Involvement in politics and other hazardous and/or unlawful acts
- Negligence/Malpractice
- Commission of unlawful acts
- Disclosure of Company's information without proper authorisation
- Exposure of Company's properties, facilities and/or staff to the risks of safety and security
- Failure to meet professional standards
- Concealment of any of the above
- Commission of acts which intimidate, harass and/or victimise any members of the Board of Directors, Management or staff of the Company

Concern should not be reported

- False and malicious concerns
- Defaming concerns
- Concerns without any basis or insufficient evidence

Reporting procedure

- Types of fraud or irregularity
- Name of person/persons involved
- Time, location and dates of fraud or malpractice occurred
- How the malpractice was perpetrated
- Other witness to the fraud or malpractice
- Documentation or evidence available

CONFIDENTIALITY AND RETALIATION

All whistleblower information will be kept confidential by Asia Aviation and will not tolerate any harassment or victimization and will take appropriate action to protect the person when he/she raises a concern in good faith. Any party that retaliates against someone who has reported wrong doing in good faith may be subject to appropriate action, up to and including legal action, where applicable.

Whistleblowing Channel - Email your concerns to thaiwhistleblower@airasia.com