Corporate Social Responsibility
Corporate Social Responsibility

Thai AirAsia Co., Ltd., as a subsidiary of Asia Aviation Plc. and the operator of Thai AirAsia airline, strives to establish itself as the friendliest and closest low-cost airline for Thais. The Company sees the importance of being a part to create happiness, smiles, and cooperation, and a driving force for a better Thai society, therefore, the Company has established the Corporate Social Responsibility (CSR) policy which covers the following areas:

1. Responsibility toward Consumer

*Because “Consumer” is the heart of service*

Thai AirAsia Co., Ltd. determines to operate its business for consumers’ satisfaction by providing quality services, especially in terms of safety. All of the airfleets of Thai AirAsia Co., Ltd. have been acquired as brand new directly from the Airbus’ manufacturing facility in Toulouse, France, with its renown international manufacturing standard.

Thai AirAsia Co., Ltd. has also developed the aircraft maintenance system and safety training system for all related agents including pilots, crews, and all employees. The emergency situation training and the trustworthy safety inspection system ensure that Thai AirAsia Co., Ltd. strictly operates under the international safety standard, with a semi-annual inspection by Department of Civil Aviation and a regular safety inspection by other international agencies.

Services provided by Thai AirAsia Co., Ltd. are determined with the focus on the consumers. The Company aims to provides inexpensive, trustworthy, friendly, and on time performance services with the continuous flight time control. In 2013, the on time performance rate for flights by Thai AirAsia Co., Ltd. was 92%, which made the airline the most on time performance service by FlightStats.

Thai AirAsia Co., Ltd. has established the system that notifies the customers of cancellation or delay via email, SMS, or telephone. If a customer cannot be reached via these channels, she/he will be notified at the check-in counter. However, in case of a disaster or unexpected incident that prevents the flight to operate, Thai AirAsia Co., Ltd. provides the passengers with the appropriate standard, for example, accommodation, food, and airport transfer, in order to ensure that passengers receive fair and agreeable services.

However, Thai AirAsia Co., Ltd. gives importance to the clear communication of the business operation by noticeably providing details of expenses at all sales channels for consumers to understand and make a choice of services that best suit their needs. Thai AirAsia Co., Ltd. also provides an opportunity for consumers who cannot access air transportation due to cost limitation by constantly offering special prices on air tickets via many sales promotions.

2. Environmental Responsibility

*“Care for the environment and conserve energy”*

Thai AirAsia Co., Ltd. operates under the framework to preserve the environment and to reduce the waste of resources, for example, the use of Airbus A320 for the whole airfleets, which is a newer model that effectively uses the energy in an inexpensive, worthy, and environmental friendly way. Since Airbus introduced the Sharklet programme, in which the Sharklet wingtip devices are installed with the design with the theory of aerodynamic and advanced technology, the fuel consumption reduced by 3%. The new Airbus A320 added to AirAsia’s fleets are all equipped with the Sharklet devices.
Thai AirAsia Co., Ltd. has also ordered the Airbus A320 Neo - New Engine Option, which is part of the A320 family designed with new engine and Sharklet wingtip devices that reduces the fuel consumption by 14%. The expected delivery by Airbus is in 2015.

Services provided by Thai AirAsia Co., Ltd. are also carried out in a manner that optimizes the use of resources, for example, a normal Baggage Identification Tag is 14-21 inches long, but AirAsia's tag is only 10 inches long to better reduce the use of paper and ink.

AirAsia’s boarding pass is also reduced in its size and printed on a less-processed paper. For in-flight services, Thai AirAsia Co., Ltd. has established a policy and strategy for passengers to pre-book food and services prior to the flights. Not only this allows passengers to choose from a variety of food by themselves, but it also allows Thai AirAsia Co., Ltd. to provide food and services that correspond to the actual needs of passengers on the flights without preparing transporting an excess amount of food, which in turn, reduces wastes and the plane load that consumes fuel.

3. Society and Community Development

“Four Dimensions of Thai Society and Community Development”

Thai AirAsia Co., Ltd., as a Thai service provider and having grown by the support of people of all levels under the concept of “anyone can fly”, has the determination to be a part of the community development in the heart of Thai AirAsia's members. Thai AirAsia Co., Ltd. has established the four dimensions of development by using the potential of its transportation and vast route coverage as the strength in supporting in the areas of sports, religions, art and culture, education and youth, and health and quality of life.

Dimension 1: Sports

Sport is deemed an international language that anyone can easily access. Thai AirAsia Co., Ltd., therefore, uses sport as the enhancement to build a relationship together with social development. Various activities include:

- Supporting Thai Premier League and Division: As football is very popular among Thais and the popularity has grown rapidly in the past two years, especially in the domestic leagues, Thai AirAsia Co., Ltd. realizes the importance of the development of teams. Thai AirAsia Co., Ltd. has given support to teams in all regions and divisions, so that football can be the medium that reaches more people in the community. Thai AirAsia Co., Ltd. also supports international matches in order to develop the potential of Thai footballers and teams.

- Supporting Thailand Volleyball Association: Thai AirAsia Co., Ltd. transports the players, trainers, and the association officers to matches to ensure they are not tired from the travel. In the past year, the players performed very well, especially the Thai women’s national volleyball team, who won the Asian Women’s Volleyball Championship 2013 and became the inspiration for Thai youth.

- The Airline has celebrated the success of the team by painting an aircraft with the picture of the women volleyball team under the concept of “World Class, home grown”, to communicate the talent of Thais in winning the world’s sport and to support the transportation of the players and trainers by allowing them to travel for free with the Company throughout the year so they can continue to be a good example for youth.
To make sport even more accessible to people of all levels, Thai AirAsia Co., Ltd. also supports other sports, especially in the youth level as they can grow to be an important inspiration in the future. The Company supports “Nong Taew”, Miss Thasaporn Naklo, in her competition in junior tennis tournament who ranked the 5th in Under 12 Girl in the Tennis Junior Orange Bowl 2013 out of 256 junior tennis players under 12 years worldwide. Thai AirAsia Co., Ltd. also supports the “AirAsia” Thailand Under 14 Royal Cup Volleyball Competition to scout for talents for the Thai National Team.

Dimension 2: Religions, and Art and Culture

- Supporting year-round transportation or the National Artists who are the symbol of valuable culture in their duties for publicizing the culture to the general public in the country and abroad.

- Helping in continuing the literature of the People’s Poet of Thailand with the “Sunthorn Phu Award”, and providing transportation to Thai youth to travel for the “Young Poet, Following the Writing from Suvarnabhumi to Vietnam” by Naowarat Pongpaiboon.

- Taking part as the merit bridge for the great merit activity “The Ordination of Buddhist Women in Two Nations” by Mae Chee Sansanee Sthirasuta, a Buddhist and the founder and Director of Sathira-Dhammasathan Center, by providing transportation for the Buddhist women to travel to learn the way of life and to study the Lord Buddha’s teaching at the Mahabodhi Temple, India.

- Chartering flights in support of the restoration project for the birthplace of Lord Buddha at Lumbini, and the Little Buddha Prince Siddhartha placement project in Nepal.

Dimension 3: Education and Youth

As youth is the important sprout in building up the society’s worth and goodness, Thai AirAsia Co., Ltd. organizes various activities with the focus on the youth and their learning, for example:

- Supporting the Learning Center for Youth “Kidzania Bangkok” by providing actual size aircraft, flight simulation and cabin simulation for youth to learn the profession of pilot and cabin crew, and providing a year-round opportunity for youth in other provinces to fly in to visit.

- Providing new learning opportunity for youth in all regions using the Thai AirAsia Co., Ltd’s routes as a bridge of happiness, for example, taking youth in the south for a star gazing trip in Chiang Mai, and taking hilltribe youth to fly and see the ocean for the first time.

- Encouraging Thai youth to be ready for the AEC by joining the CU ASEAN Student Forum.

Dimension 4: Health and Quality of Life

Because every life is valuable, Thai AirAsia Co., Ltd. is ready to be a connection for health and quality of life for people of all nations to be able to access the quality medical services, for example:
- Heart valve surgery programme at Bumrungrad Hospital for children and toddlers from Myanmar with Thai AirAsia Co., Ltd. flying the children and their families free of charge for the surgery

- Medical volunteer programme for eye surgery and other disease in Tachileik and Kengtung with Thai AirAsia Co., Ltd. flying the employees to volunteer as assistants to the team of doctors and nurses.

4. Innovation and Publishing Innovation

Creating Innovation for Convenience

Thai AirAsia Co., Ltd. has several innovations to provide convenience for passengers and to promote efficiency in the Airline’s operation, for example:

- Self-check-in: Passengers do not need to check in or get their tickets checked for boarding passes at the check-in counters at the airports. Passengers can choose to quickly check-in by themselves via the Airline’s website, mobile phone, or check-in kiosk.

- Passengers can pre-book in-flight food and services. The Airline has provided a variety of menus for passengers to pre-book during their reservation or prior to their flights. A normal airline may provide a choice of 2 – 3 options on the menu, but Thai AirAsia Co., Ltd. is providing over 10 options. Passengers can also pre-book other services prior to their flights such as extra baggage, seat selection, airport transfer, or telephone sim card.

- Island Transfer - City Transfer service makes the air transport less limited to just the arrival airport. Passengers can buy a ticket from their origin to travel to islands or other cities other than the Airline’s flying point, by buying the air ticket and the transfer service to the destination, for example, the route between Bangkok and Samui island includes a flight from Don Muang Airport to Surat Thani, then land transfer to Don Sak Port and after that a sea transfer to Na Thorn Port on Samui Island, or the route between Bangkok and Pai includes a flight from Don Muang Airport to Chiang Mai then a van transfer to Pai.

- Fly-Thru service is provided by Thai AirAsia Co., Ltd. for passengers who want to transit at Don Muang Airport. Instead of buying point-to-point air ticket and claim the baggage then re-check-in again for a connecting flight, passengers can buy multi-destination air ticket with the Fly-Thru service. Check-in can be done for both flights and baggage can be checked through to the destination, making it easier for all.

5. Responsibility toward Employees

Recruitment Policy

- Thai AirAsia Co., Ltd. continues to recruit more employees to support the growth and the expansion of the fleets to serve passengers and for the opening of new routes and the increase in frequencies of existing routes.

- The recruiting process is based on the equal opportunity and fair system of written examination and interviews by a panel of committees with experiences, knowledge, and skills in a transparent manner.
- Employees are given importance and taken care of as a family member. Employees are appropriately taken care of in terms of compensation and benefit, in the warm and sharing working atmosphere. Mentoring system is promoted in order to create happiness for employees at work.

**Benefit Management**

Thai AirAsia Co., Ltd. provides the benefits for employees under the policy to manage benefits according to the needs and advantages of the employees. Benefits include:

- Annual health check-up
- Group life insurance
- Group health insurance
- Provident fund which Thai AirAsia Co., Ltd. contributes according to the period of membership at the maximum of 10%
- Thai AirAsia Savings Cooperative
- Free air ticket for employees’ weddings
- Six free air tickets per year
- A discount of 90% for unlimited air ticket per year
- Financial aid in case of death of family members, namely parents, spouses, and children
- Financial aid for child birth
- Employee uniforms

**Renumeration and Salary Management**

Thai AirAsia Co., Ltd. has established a policy to manage remuneration in a fair and appropriate manner suitable for knowledge and skills of the employees according to the appraisal system and the job positions. Salary survey is done based on the external market and leading companies for appropriate adjustment in order to remain competitive in the same industry and to attract new talents.

**Employee Relation Activities**

Thai AirAsia Co., Ltd. regularly organizes activities to promote good relationship between employees and provide opportunity for employees to give opinions and participate in activities for unity and happiness in the organization.

- New Year Staff Party is organized for employees to meet and gather to create good relationship between employees and organization, under different themes.
- Sport Day is organized for employees to compete and cheer for their colleagues to create good relationship and to promote unity, sportsmanship, and forgiveness.
- Merit making activity and donation for people affected by disasters in the country and abroad
- Company anniversary is organized for the Management and employees to join in alm giving ceremony and lunch.
Human Resources Development

As Thai AirAsia Co., Ltd. aims to continuously develop human resources with knowledge and expertise, and good quality of life according to the good corporate governance, Thai AirAsia Co., Ltd. has established a policy to develop human resources to their potential and to prepare them for the competition that will drive and sustainably strengthen the organization. The goal is to get the employees to develop themselves using their own potential and to create proactive working atmosphere in practicing their skills and developing their knowledge and expertise to create confidence in dealing with changes and challenges in business competition.

Thai AirAsia Co., Ltd. is providing trainings according to needs of each business unit as follows:

Trainings for Engineers
- Maintenance Familiarization
- AMOS Training
- Basic Digital Avionics
- Basic Gas Turbine
- Basic Airframe
- Basic Electronic

Training for Flight Attendance
- Duty Free / Handheld Device
- Thai Announcement
- Airline Business
- Civil Aviation Regulations
- Flight Attendant Procedure

Training for Ground Staff
- Customer Service Excellence
- Central Baggage Tracking Office
- Sky Speed
- Duties & Checks
- Disability Equality Training

Training for Pilots
- Meteorological
- Weight & Balance procedures
- Flight Operation, Report, Form, Merlot
- Pilot Transit Check
- Auto Flight
- Aircraft System Examination
Training for Ramp
- Ramp Ground Handling
- Aircraft Pushback
- Initial Airside Safety and ERP Plan

Compliance to Rules and Regulations and Business Ethics

Thai AirAsia Co., Ltd. determines to promote understanding among the employees in regard of principles and policies related to business ethics and the compliance to rules and regulations, along with the handling and reporting of suspicion of violation of laws, rules and regulations, and policies of Thai AirAsia Co., Ltd. that raises doubts in integrity of the employees or Thai AirAsia Co., Ltd.

Thai AirAsia Co., Ltd. has provided related training, for example, training on Code of Conduct, training on prevention of corruption, and anti-corruption and anti-bribery training, which are compulsory for all employees at all levels. All new recruits shall participate in the following trainings and take required examination during their probation periods otherwise they will not pass the probation:

- Code of Conduct Training for all employees to understand the principle and standard that all employees shall adhere in order to eliminate doubt in integrity of the employees and Thai AirAsia Co., Ltd.
- Fraud Awareness Training for employees to learn to prevent and report any suspicious act of corruption for Thai AirAsia Co., Ltd.
- Anti-Corruption and Anti-Bribery Training for employees to understand problems and effects of corruption and bribery, and to learn to prevent and report any suspicious act of corruption or bribery through the Company's channels

Occupational Health and Safety and Work Environment

In 2013, Thai AirAsia Co., Ltd. has proceeded with the safety Management System with the Safety Office, Pilot Safety Sub-Committee, Cabin Crew Safety Sub-Committee, and Occupational Health and Safety and Work Environment Committee working as coordinators for various projects and directly report to the Chief Executive Officer to ensure that the organization sustainably manages safety.

In the past year, Thai AirAsia Co., Ltd. has supported and promoted safety in many activities, for example:

- Safety Always 2013 programme which aims at creating the organization-wide culture of safety, including:
  - Behavior based safety programme that creates positive approach by safety officer together with heads of units to observe employees' behavior, with praise for safety behavior and caution for risky behavior, and constant follow-up on risky behavior to achieve the sustainable “safety culture”. At the start of the programme (January 2013), the percentage of safety behavior was 83.19, and at the end of the programme (December 2013), the percentage of safety behavior was 97.58.
  - Safety Icon programme which is the selection of employees with outstanding performance in terms of safety as an example for other employees
- Hazard reporter programme that focuses on the participation of employees in reporting hazard or unsafe work environment, and improvement on the safety issues reported by employees, to proactively prevent accidents. In 2013, there was a total of 25 reports on hazards.

- Kiken Yoshi Training (KYT) to train each employee to analyze or predict hidden hazard in operation and to prevent the hazard correctly and appropriately.

- Preparing and revising emergency plan for each of the 24 stations in the country and abroad to use as a guideline in handling the emergency appropriately at each station.

- Emergency exercise as the ERP Table Top Exercise at each of the 24 stations in the country and abroad as a preparation in handling the emergency and roles of employees in emergency situation.

- Emergency exercise for some areas with Don Muang Airport (DMK – EMEX 13) as a preparation in handling the emergency and the communication and coordination plan between emergency responsive team of Thai AirAsia Co., Ltd. and related agencies at Don Muang Airport.

- Training for the Special Assistance Team as a preparation in handling the emergency for passengers and their relatives including physical and mental assistance.

- Regular training for safety officer at the Management, operation, and team leader level.

- Crew Resource Management training for pilots and cabin crew annually.

- Safety Emergency Procedure training for pilots and cabin crew annually.

- Fire extinguishing training for ground staff.

- First aid training and medical evacuation training to reduce risk in incorrect medical evacuation.

- Inspection of working environment, for example, noise inspection and light inspection to take pre-caution in working environment that may be health hazard for employees.

6. Human Rights Policy

Asia Aviation Plc. and Thai AirAsia Co., Ltd. operate with respect to and give importance to promote the protection of human rights in all aspects, and will not engage or take part in any act of violation of human rights. The Company and its subsidiaries shall adhere to the principles of human rights and all applicable laws and regulations.

Asia Aviation Plc. and Thai AirAsia Co., Ltd. impartially respect the rights of all employees and stakeholders without prejudice against origin, race, religion, gender, ethnicity, age, disability, or any other status entitled for rights, by adopting the principle of human rights.
Asia Aviation Plc. and Thai AirAsia Co., Ltd. regularly study and follow changes and modifications in applicable regulations and laws related to human rights in order to effectively enhance the Company's policy on human rights.

Asia Aviation Plc. and Thai AirAsia Co., Ltd. provide knowledge and understanding for the Board of Directors, Management, and all employees in regard of human rights in terms of policy and operating practice, and urge all employees and stakeholders to cooperate in examination and reporting any violation of human rights through the Company’s channel.

**Treatment for Employees**

- Recruitment shall be done on the basis of fairness and equality. Everyone shall receive an equal opportunity in applying and examination for employment under the applicable legal framework and related regulation, without any discrimination based on gender or disability that does not prevent the person from performing his or her duty.

- Employees shall be treated with fairness and honesty. All employees shall be employed under regulations and conditions that comply with laws, regulations, and customary practices. Child labor, forced labor, or breach of labor standard shall not be practiced.

- Any violation of human rights shall be eliminated. Discrimination shall be prohibited and measures will be put in place to ensure equal opportunity for all employees.

- Operating policy shall be put in place to guarantee personal safety for all employees, along with their entitled rights for a clean, safe, and healthy workplace.

- Physical punishment, mental or physical abuse, or verbal harassment shall not be practiced or accepted.

**Treatment for Other Stakeholders**

- The Company shall respect the rights in relation to laws, culture and traditions, for all the stakeholders including customers, business partners, subcontractors, and communities around the workplaces. All stakeholders shall be treated equally and encouraged to follow the international standards for human rights.

**7. Intellectual Property Right Policy and Practice**

Asia Aviation Plc. and Thai AirAsia Co., Ltd. operate with respect to, and encourage the human resources to perform their duties, in compliance with laws and regulations regarding intellectual property right, including trademarks, patents, copyrights, trade secrets, and other intellectual properties specified by laws, for example, the use of copyrighted computer software that are inspected and installed by the Company's information technology department only, the encouragement for employees to examine their work or information that it does not violate any intellectual property right.
8. Anti-Corruption Policy

Asia Aviation Plc. and Thai AirAsia Co., Ltd. is committed to conducting its business with integrity and transparency therefore the Company has issued measures for all Directors, members of Management, employees and all associated parties to prevent corruption and unethical behaviors, and to ensure all decisions and business operations that may be of risk from bribery and corruption are attentively considered and practiced. Details are as follows:

Definition

“Corruption” means any act of bribery by engaging in the act of directly or indirectly offering, promising, soliciting, asking, or accepting money, valuable items, or any inappropriate advantages with government officials, state or public agencies, or any concerned agents so that the said agents perform or refrain from performing their duties rightfully in order to gain or achieve unethical advantages for business. Exceptions shall be made should they be permitted by laws, rules, regulations, announcements, customs, local traditions, or common business practices

Overall Policy

All Directors, members of Management, employees of Asia Aviation Plc. and Thai AirAsia Co., Ltd. are prohibited from implementing or accepting any act of direct or indirect corruption. Anti-Corruption policy audit or examination shall be done regularly along with revision of roles and duties of all concerned parties and the guidelines for practice, in order to remain relevant to changes in businesses, rules, regulations, and legal requirements.

Roles and Responsibilities

1. Board of Directors has duties and responsibilities in setting policies and overseeing the promotion of the effective anti-corruption system in order to ensure that its members of Management are aware and give importance to counter bribery and corruption.

2. Audit Committee has duties and responsibilities in auditing the financial reporting system, internal control system, and risk assessment, to ensure that the systems hold least risk in corruption that may affect the Company's financial position and operations, and that the systems are appropriate, trustworthy, and in accordance with international standards. The Committee shall also be notified of suspicious engagement in corruption or bribery involving internal parties, and examines cases and proposes punishments alongside the Board of Directors.

3. Chief Executive Officer and members of Management have duties and responsibilities in setting up the system and promoting and supporting anti-corruption policy in order to disseminate to employees and all associated parties to adopt for operation. They also shall review the appropriateness of the system and measures in correspond with the changes in business, and rules, regulations and legal requirements.

4. Internal Control Department has its duty to audit that the performance of all departments in the Company is accurate and line with the regulations. The Department is responsible for the audit report and the risk evaluation in relation to corruption from internal control examination, for the Audit Committee In addition, the Department is to be responsible for any tasks assigned by the Audit Committee concerning corruption investigation.
Operating Guidelines

1. Directors, Management, and employees at all levels shall uphold the Anti-Corruption and business ethics policy by not directly or indirectly engaging in any act of corruption.

2. Any employee who discovers any act of corruption related to the Company or its subsidiary must report it to his/her supervisor or a responsible person. Employees shall provide cooperation in investigation. Should employees have any questions or doubts, they can consult their supervisors or a responsible person whose duty is to monitor business ethics compliance through established channels.

3. Asia Aviation Plc. and Thai AirAsia Co., Ltd. shall provide justice and shall protect the employees or the persons reporting the violations by adopting measures to protect whistleblowers or those who cooperate in reporting the corruption as specified by the Whistleblowing Policy.

4. The violator of the Anti-Corruption policy is deemed as breaching the business ethics, and shall be considered for disciplinary punishment as regulated, and may be punished by laws should the violation is unlawful.

5. Asia Aviation Plc. and Thai AirAsia Co., Ltd. communicate and create understanding and awareness for all relevant parties who perform or operate any significant issues that may affect the Company or its subsidiaries in relevance to the Anti-Corruption policy.

6. Any activity in concern with the Anti-Corruption policy shall follow the guidelines on business ethics, good corporate governance principles, and practice guideline towards stakeholders, relevant rules, regulations, and operating guidelines, and other guidelines that Asia Aviation Plc. and Thai AirAsia Co., Ltd. may issue in the future. However, for operation clarity in issues that involve high corruption risk, Directors, Management, all employees at all levels shall take extra attention when handle the following issues:

**Financial or Other Benefits**

- Directors, Management, and employees shall not personally accept financial or other benefits from customers, business counterparts, or any persons for working in the name of Asia Aviation Plc. and Thai AirAsia Co., Ltd.

- Directors, Management, and employees shall not lend or borrow, or collect contribution from customers or business counterparts of Asia Aviation Plc. and Thai AirAsia Co., Ltd., except loans from banks or financial institutions as customers of said banks or financial institutions.

**Gift and Hospitality**

- Directors, Management, and employees shall avoid accepting gift, in cash or in kind, from customers or business counterparts of Asia Aviation Plc. and Thai AirAsia Co., Ltd., except in the customary traditions and the value does not exceed THB 5,000. If the value of the gift exceeds THB 5,000, the employee shall declare the gift to his/her supervisor for further appropriate action.
Directors, Management, and employees may accept business hospitality if it is beneficial for Asia Aviation Plc. and Thai AirAsia Co., Ltd. However, hospitality shall be avoided if it is in the manner not appropriate for business relationship from persons relevant to Asia Aviation Plc. and Thai AirAsia Co., Ltd. or future business counterparts.

**Cash or Other Rewards**

- Asia Aviation Plc. and Thai AirAsia Co., Ltd. do not have any policy to offer cash, bribery, inducement, or any special rewards in any forms to customers, business counterparts, other external agents, or any individuals in order to gain business advantages, except customary business hospitality, business discount, and the Company’s sales promotion.

**Charitable Contribution or Sponsorship**

- Charitable contribution or sponsorship shall be done in a lawful and transparent manner and follows procedures specified by Asia Aviation Plc. and Thai AirAsia Co., Ltd. Examination and approval of transaction shall be done by responsible persons of Asia Aviation Plc. and Thai AirAsia Co., Ltd. and follow up shall be done in order to ensure the contribution or sponsorship is used in accordance to its objectives and not as a subterfuge for bribery.

**Risk Assessment for Corruption**

Corruption risk assessment team includes the Head of Internal Audit, the Head of Compliance, and Head of Accounting. The team addresses the risk of bribery and corruption and reports it to the Audit Committee yearly by adopting corruption risk assessment mechanism in accordance to the guidelines set by the Association of Certified Fraud Examiners, for evaluating the internal control and corruption situation that may occur within the Company. Information derived from the assessment will be used to enhance effectiveness and efficiency of the guideline in internal audit and measures to prevent corruption in operation by good internal control system.

**Dissemination of Anti-Corruption Policy**

For every individual in the organization to be aware of the Anti-Corruption policy, Asia Aviation Plc. and Thai AirAsia Co., Ltd. will perform the following actions:

1. Communicate the Anti-Corruption policy through cooperate communication channel, namely the Company’s website, Annual Registration Statement (56-1), and Annual Report (56-2).

2. Provide training on Anti-Corruption policy for new recruits.

3. Review Anti-Corruption policy annually.