

Corporate Social Responsibilities Report

The Company's mission is to develop the enterprise to have quality management in accordance with good governance. The Company abides to operate with righteousness, transparency, and ethics towards the Company's stakeholders, including, shareholders, employees, partners, customers, and external parties with such interest as well as emphasizing corporate governance growth and sustainable organization development. In order for the Company to operate under good cooperate governance, the Company's profitability from operations is required but more importantly, the realization of such society, environment and the local community to which the Company must give in return. Therefore, the Company is responsible to the society, environment, and local community from top Management, employees, all individuals of the Company, and individuals outside the Company to be in accordance with good corporate governance. The Company regularly promotes the Management and employees of the Company to be responsible towards the society.

The Company's responsibility towards the society can be divided into 2 parts between responsibility during operations (CSR-in-process) and activities benefiting the society (CSR-after-process). There is a specific team overlooking the activities benefiting the society while the responsibilities during operations can be followed to be in accordance with the 8 sections: operate with fairness, anti-corruption, respect human rights, fair treatment to workers, responsibility to consumers, caring for the environment, development of community and society, and possess or propagate innovations. Therefore, the Company establishes the policy regarding responsibility towards the society to define the limits and direction or operations to be in accordance with the Stock Exchange of Thailand.

1. The Overall Business Operations of the Company

Sea Oil Public Company Limited places importance in operating with sustainable growth. The Company does not only operate for economic benefits, but is aware to operate with responsibility towards the community, society, and environment regularly. In order for the Company to grow sustainably and effectively, the Company must be managed according to good corporate governance focusing on role and responsibility of such work with transparency, fairness, and the consideration of the stakeholders of the Company including the shareholders, employees, partners, customers, and external individuals with such interest of the Company.

The Company's Board of Directors has a resolution to agree and approve the vision or 2015 as follows "To be the leading organization that distributes fuel, supply of raw material, and servicing in both domestic and in the ASEAN region. As well as to seek out Petroleum with regard to good governance to reach the targets and achieve Company's policy regarding the responsibility of the society and environment". The Company therefore defines the mission to operate the business to be well-known and to be a top-tier organization by increasing and expanding the targeted business customers for selling fuel by sea, buying-selling fuel domestically and internationally, and distributing fuel to the ASEAN region in order to prepare for the gateway towards ASEAN Economic Community (AEC) at the end of 2015. The Company continuously operate to supply raw material and offers services to customers to increase the Company's market share and profitability operating in parallel with the efficient management of the budget and financial statements. Moreover,

the Company will develop the organization to have quality management in accordance to good governance and support the policy of saving the environment, responsibility towards the society, environment and community.

Therefore, the Company establishes a policy of good corporate governance approved by the Company's Board of Directors in order for the management to be of quality, transparency, auditable, and to create fairness for the shareholders, investors, and individual with interest to the Company. The policy will create long-term wealth for the shareholders as well as all individuals that has interest to the Company including shareholders, Management, employee, external individual such as competitors, partners, and customers for instance.

For the year 2015, the Company's Board of Directors has established a policy regarding the responsibility towards the society and environment, and anti-corruption policy which is shown on the Company's website. The disclosed policy is to clearly show the guidelines of operations and to promote the Directors, Management, and employees to adhere to such guidelines. Moreover, such policy will contribute to the operations with regards to the mission and vision established by the Company, and with relations to the substantial responsibility to the society in different perspectives in order for the Company to develop sustainably.

Quality policy for 2015, the Company has a standardized quality control ISO 9001:2008 which determines the quality policy for the individuals in the organization consisting of 4 parts: 1) the sales, the Company must operate with quality throughout the organization by selling quality products, quality delivery system, and quality servicing 2) the customers, the Company focuses on operating with effectiveness and efficiency to meet the satisfied requirements of the customers in which the service towards the customers must be of quality 3) the employees, focuses on improving the capability and to develop the employees to enhance their performance in each of their role which includes developing their attitude, knowledge, skills, and the improvement of their quality of life to be in accordance with their present work and 4) the responsibility to the society and environment, the Company must develop the health system, security system, and the environment to reach the standard and to be in accordance with law both inside and outside the workplace. As well as to promote accountability for being responsible for the environment in which such environment will be returned to the society and community. Therefore, the quality policy is considered important that will make both Management and employees always consider to operate with quality documents and regularly be reminded of the quality policy.

The quality policy will a department in which to control and follow on the Management and employees of the Company such that they follow the quality policy regularly. Moreover, a committee will be delegated to continuously improve the quality in which they will be responsible for the issues found during operations especially the responsibility towards the society and environment have effect on the Company or external individuals such as the community, society, environment, and all individual effected.

Responsibility towards the society and environment policy, in order to clearly define the frameworks of operation of the Company for the Directors, Management, and employees of the Company, 6 guidelines are defined which includes 1) good governance 2) operate the organization with fairness 3) respect for human rights / labor practiced in a fair manner 4) participate in the development of the community and

promote education 5) caring for the environment and 6) responsibility towards the customers, competitors, partners, and creditors in which is in accordance with the mission and vision of 2015.

The activities committee for social activities will be responsible for the work and that the people of the Company follows responsibility towards the society and environment policy. The Company has analyzed and linked the individuals that has interest in the operations of the Company for example the delivery of product, the procurement, and the quality control. The Company also evaluate the risk that may occur and effect the interest in each of the stage as well as finding a solution to prevent and fix such risk to not affect all departments.

2. Implementation and Reporting

Operating according to corporate governance policy and operating with fairness

The Company has a policy for corporate governance and a policy for guidelines of operation for the business which is in accordance with the standardized policy for business operation and therefore, create responsibility for the operations of work (CSR-in-process) and it is one of the mechanism that creates the Company's reliability internationally in which to achieve the Companys mission. For the year 2014 and 2015, the Company focuses on the operations in which to be responsible towards the society and such document operations will be in accodance with the international stadard (ISO 9001:2008).

In the corporate governance policy section 3, the role of person of interest, under the role of the employee, the Company must operate with equality and fairness as well as to accommodate the workplace environment to be safe for work. This will be in accordance with the quality policy in terms of safety, health, and the Company's environment. Under the role of the customers, the Company will focus on creating satisfaction for the customers and deliver the products on time in which the Company has a policy to control inventory that are lost and control the delivery method in order to generally control the quality. The quantity of the products and the good and honest service will be valued importantly as well. For the role towards the society, the Company will be responsible towards the environment which will strictly adhere to the laws of safely and the environment. Most importantly, the role towards the shareholder, the Company will focus on the regular growth of the business and operate the business with transparency in order to create return for the shareholders.

The Company focus on operating the business with ethics and morality, and operating according to the related laws and regulations concerning the strict operation of the Company. The Company will take any action that will promote or support to operate illegally or to avoid such laws. The Company will also not support such operations that will infringe intellectual property rights and will be against all form of corruptions in which the Company has established different policies to define such action. Such actions will help define the limits and in order to operate the business with fairness such as the policy for conflict of interest, policy for the practice of business, policy against corruption.

Business Code of Conduct is the standard in operating with respect to ethics and morality for the directors, management, employees, and shareholders with the details as follows:

- Focus on the operations with integrity, transparency, fairness, and to secure the benefits of the Company and shareholders as well as to not operate such actions that may cause damage to the Company (in accordance with the fairness of principle of operations)
- Verify that the operation is in accordance with the law and regulations related to the operations of the business and to ensure that no such actions that promote or support operating against the law or avoidance of such laws (in accordance with the anti-corruption)
- The Management will not ask, receive, or refuse to accept as well as giving such benefit that is not honest or such benefits that are not the regular customs with the partners and/or credits. As well as to regularly give out information of the Company that is correct and real (in accordance with the anti-corruption)
- Give respect in terms of human individuality and dignity towards the employees and to avoid such actions that are not fair and may interfere with the pressure of the employees state of mind (in accordance with the respect to human rights)
- Practice towards the employees by enabling them to have benefits and remunerations which is fair as well as to place importance and develop knowledge, employees capability wholly and with fairness (in accordance with the fair treatment of workers)
- Provide quality service and to withhold the standardize quality of the product to be in accordance with the profession standard as well as to strictly operate by the conditions, assurance, or proposal given to the customers or the individuals (in accordance with the responsibility towards the consumers)
- Promote and set for the innovations for servicing and manufacturing in order for the customers to receive more benefits and more satisfactions (in accordance with innovation and promoting innovation)
- Practice that will not create damage towards the resource and the environment and to integrate consciousness into employees of all levels to have responsibility towards the environment regularly as well as to promote events that benefit the innovations towards the society and to return the favor to the society (in accordance with the caring of the environment / togetherness to develop the society or community)

Anti-Corruption Policy, with the purpose to follow the practice inside the organization, as well as to announce the Company's intention to combat corruption of the private companies of Thailand. During September 2014, the Company has established for the evaluation of risk that are related to corruption every year as well as to create channels for submitting tips or file an event of corruption. For 2015, the Company has a clear vision to be aware of operating according to good governance as well as to combat against corruption in which for 2016, the Company is fully capable and ready to combat corruption as well as the Management and employees of the Company to promote anti-corruption in terms of paying individual for self-benefit,

corruption for his/her own role, and corruption that will damage the Company, customers, partners, and the community.

Respect human rights and fair labor practices

The Company places importance on the basic human rights and promote respect and freedom on the issue of no practice, promote equality, no violation of other's rights, respect the opinions of the employees, as well as the freedom to give an independent opinion in which there are channels for the recommendation of the afflicted individuals.

The preparation of reporting

The Company places importance on the guidelines of the Stock Exchange of Thailand in which the policy will dictate the operations to show responsibility in terms of economic, society, and environment. However, the Company is in the process of prepare a sustainable growth report for 2016 according to Global Reporting Initiative (GRI).

The responsibility towards the society (Employee's part)

The Company recognizes the importance of the workforce and promotes the development of the human resource systematically in order to efficiently develop the organization forwards towards it maximum. Places importance on knowledge and capability of the employees, to offer benefits and remuneration that is fair towards the employees and to create a work environment that is safe towards the life and assets of the employees.

Giving out benefits towards the employees and their family such as education fees for the children of the employees with good grades, which is in accordance with the support of the youth, giving benefit in terms of health insurance to the spouse and children of the employees in the rate of group which will help cover the health of the family of the employee and reduce the expense of the employees of the Company.

Promotes the development of knowledge and capability of the Company's employees which includes seminars with the purpose such that the work of the employee is in relation to the needs of the Company to which will help the role of the employees and they can also promote their knowledge to the society and community as well.



Moreover, the Company recognizes the safety of the lives of the employees. The Company's policy regarding quality, safely, health and environment states the safety at work and during work the safety of the employees should be at maximum. The Company therefore has an employee from the health insurance department to investigate issues regarding quality, safety, health and the environment inside the Company. The Company has benefits regarding annual health check-up for the employees so that the employees receive safety in between work with good health. The Company also controls the hours of work and rest to avoid

tiredness of the employees and any accidents that may happen. As well as the policy of prohibition of such threats and harassment at work place in order to create an environment that employees have respect to each other following human rights. All will be in accordance with the responsibility towards the society and the environment and the practice that respect human rights and the respect towards the fair labor practices.

The responsibility towards the society (Customer's part)

The Company promotes the create satisfaction, relationship and value-added benefits for the customers in which the Company has established the policy to control the loss of inventory and devliery in order to control and manage the quality and quantity to create good service with honesty.

Therefore, the Company has established procedures for control of delivery by sea and by train in order to give the authority to the Inspector to control and manage the delivery of fuel from start until the end. The Inspector will also inspect the amount of fuel such that the customers will receive the exact amount of fuel they have ordered as well as the quality that the customers want. This is the responsibility towards the consumers following the responsibilities to the society.

Furthermore, the Company has received the Best Practice award by passing the standard test for control of the business for logistics services for 2015 from the Department of Business Development from the Ministry of Commerce. The Company has delivered the fuel to the customers with safety and according to the regulations concerning the delivery of fuel such that the customers receive goods of quality, correct quantity, and by the scheduled time in order to deliver the most satisfaction possible.

For the Catering and Service, the Company will offer service to the customer according to the international standard and to the customer's order in quality, cleanliness, health, safety as well as honesty in the service given which follows the PTT Exploration and Production Public Company Limited's policy of safety, health, and environment.



The Company realizes the responsibility towards the customers as important in which the Company will ask for an evaluation form the customers twice per year in the categories of purchasing order, standard of delivery, and standard of documents in order to improve the process which is in accordance with the Company's policy.

Moreover, the Company has established a policy regarding the responsibility towards the society and environment which dictates the related guidelines of responsibility to customers. The Company will handle marketing with fairness, give good quality service and with determination in listening to any complaints in order to improve weaknesses. For 2015, the Company has brought out the standard quality check ISO 9001:2008 in order to help with the documents for purchase order/selling of fuel or the service given in order to improve the speed and the correctness for the customers.

In the case that the customer's sees any corruption in any of the process, in the directors, managers, and the employees of the Company, the customers can submit a tip of such events of corruption to the channels that the Company has offered.

The responsibility towards the society (Community and Institute of Education part)

The Company has a mission to be responsible towards the society and community by practicing to develop the society and the community for sustainable growth. Therefore, the Company has established guidelines for practice in developing the society and community in doing parallel with the operations of the Company. As the Company's business is about selling fuel through sea and Catering & Housekeeping for the employees at Oil Platforms at sea, which is all related to the sea, the Company focuses on developing the community which is located close to the sea and to develop such resource such as let go of sea creatures, cleaning up the beach for instance. This is for the renovation of the ecology and to protect the resources which are close to the sea and to return to what they were before.



The Company foresees to implement awareness of protecting such natural resources in which must be done along with developing the seaside. As well as to promote such awareness into the youth of the community that are near sea or to promote to education institutions so they know to protect the resource at sea and close to the sea so that others will see the beauty of nature.

Education is the beginning point for the development of the society and the community, therefore, the Company promotes the education to the students and the education institutes such as, seminars for the students that do not have enough resources to study, and to give required items that will be used in the education institutes which is in accordance with the Company's policy and mission.

The responsibility towards the society (Socially and Environment Part)

The Company operates its business by selling fuel and the business of source food, raw material, and other services for the customers who are at sea. Therefore, the Company realizes the responsibility towards the society and to the environment according to the Company's good corporate governance. In order to take care of the resources at sea and the environment as a whole, the Company will proceed according to the policy of operation in which the Management will not do anything that will cause damage towards the natural resource and the environment as well as to support the activities that would benefit the society as well as to implement awareness to all employees of all levels to be responsible for the society.

The Company has a policy for the Management's role in which dictates that the Management practice according to laws and regulations that are in accordance with the business of selling fuel as well as the business of offering service to the sea. The Management will not do anything that will promote or support any illegal actions or attempt to avoid such laws that will not be responsible towards the society and the environment. This will be regarded as an important aspect for the Company to withhold and operate accordingly.

The Company has a policy to be responsible towards the society and the environment in which dictates the practices to develop the community and support the education as well as to take care of the environment. In order to be clear on the responsibility towards the society, some actions were taken, including, donating money and gifts to students, supporting education institutions to offer courses, and the reduction in

electricity usage in the Company for example. The Company also realizes the support given to the community that produces handmade products in which the Company has supported by buying local products including agricultural products, and handmade products in which this helps farmers in the North-eastern locals and fabric community at Nakornpathom Province.

For 2015, the Company has a mission and vision to focus on operating with concern to the environment as well as to be responsible to the society and community. The Company promote that the employee to reduce electrical usage and to stop using natural resource, office materials, and to return the benefits to the community such as donating blood, donating money for education for students without the resources for instance.

10.4 Activities benefiting the society and the environment (CSR-After-Process)

Sea Oil Public Company Limited is one of the Company in the Nathalin Group. Therefore, the Company has joined for activities with other companies in the group. The purpose of such activities is to return the benefits back to the society in order to create a basis for the education for the youth of the country. As well as to take care of the natural resources. The Company has a clear objective in helping with the education for the students in different education institutions. The Company also offers scholarships to the children of the employees with outstanding grades which is the practice of the Management as well as to return the benefits back to the future of the country.



Moreover, for 2015, the Company's mission and vision support the policy for the responsibility towards the society and the environment which will operate with the society, environment and community in mind. The committee for the social activities was established to coordinate the work and the related activities as well as to promote the activities to the personnel the in organization to acknowledge to cooperate in the activities which will create the basis of peace of mind.

The committee for the social activities of Sea Oil Public Company Limited was established for the purpose of being held responsible for the making of such activities to return the benefits back to the society following the Company's policy to create the root of education for the youths of the country as well as to help schools in the rural areas. The activities related to the environment and the business of the Company, and to operate according to the policy of good governance is the responsibility of the committee such that the vision of the Company will be achieve.

The activities for the society by Sea Oil Public Company Limited for 2015

- “Donating to support Children’s Day” activities is co-joined between Sea Oil Public Company Limited and the companies of Nathalin group which donates money, food, drinks and sports equipment for the Pongpoyanusorn School for supporting Children’s Day on 9 January 2015.



- “Donating blood to help a life” activity for the year 2015 was managed by Sea Oil Public Company Limited and the companies of Nathalin group which was managed 4 times in 2015 on the 12 February, 12 May, 13 August, 19 November 2015 in which the directors, managers, and employee has all contributed.

- “The Charity Golf Tournament” activity was co-joined with the Plasalit (Kem) Golf Club with the purpose of sourcing funds to be donated as education scholarships which was held on 8 May 2015 in which Sea Oil Public Company Limited and Plasalit (Kem) Golf Club has awarded the scholarship to the students or education institutions which needs it.



- “The heart of offering IRPC Big Cleaning Beach 2015” activities was co-joined between Nathalin Group, IRPC Public Company Limited on 11 September 2015 in which Oil Sea Public Company Limited has joined to collect garbage near the pier of IRPC pier, Rayong Province, in order to reduce the trash in the environment.

- “Nathalin returns the trees to nature” activity was co-joined with the companies of Nathalin group and Battalion Large Antiaircraft Artillery Regiment Marine Corps, Rayong Province, on 17 October 2015 in which the directors, management and employees of the Company helped grow trees in eroded ground to restore forest and natural resource in Rayong.



- “Increase the heart for youth” activities was co-joined with the Nathalin group on the 18 October 2015 in which Sea Oil Public Company Limited has co-donated equipment’s for education for the students without the opportunity and a water filter for public areas, Rayong Province.

- "Release marine creatures Chalermprakied 880,000 lives" was co-joined with the Nathalin Group and Electric Generating Authority of Thailand on 18 December 2015 in which Oil Sea Public Company Limited has donated money to support the activities to release marine creatures to rejuvenate the sea at Had-Yao, Nuea-Khlonh District, Krabi Province.



Avoid participation with corruption

Policy on avoiding involvement with corruption

At the Company's Board of Director's Meeting, a resolution was established to be a part of anti-corruption and agreed to combat corruption which is in accordance with the Business Code of Conduct. This resolution was approved at the Company's Board of Director's Meeting No.6/2012 which states ethics of the directors, managers, and employees in the involvement to combat against corruption.

After that, at the Company's Board of Director's Meeting No.3/2014 on 30 July 2014, the resolution of the approval to create the policy to combat against corruption in which is to rely on the ethics, morality, and business ethics and as well as to have responsibility towards the society, environment and anyone with interest as well as to operate with transiency, fairness, and auditable in which to combat all forms of corruption both directly and indirectly to which clearly states the Company's standpoint. The Company's intention to combat corruption was submitted to the Thai Private Sector on the 25 September 2014.

For the practice of the directors and managers, it has been stated that the directors practice with honesty, transparency, and fairness to all sides as well as to be aware of the benefits of the Company and the shareholders. Take care of the Company to practice towards the employees, shareholders, and person of interest fairly, transparently, and fairly and will not operate as such that will cause damage to the Company. Any person with such conflicts can contact the Company through mail, email, or recommendation box at the Company.

For the practice of the managers, the mangers has open for employees opportunities to announce such corruption events to the Company in which the available channels will be safe for the employees and can avoid such public disclosure in the organization.

Actions against corruption

At present, the Company is in the process of establishing a plan for anti-corruption in which to promote and define the guidelines for the directors, management, employees and all individuals with interest. The Company will also defend against corruption sustainably by evaluating the risk of the business and work process in which there will be an opening for different types of corruption. The Company also defines the measures for punishment in the event that an individual contravene such policy and the Company's Code of Conduct. As such, the information is communicated to the management and employees in all levels to acknowledge the guideless of operating against corruption according to the Company's policy.