

Measure for the Protection of complainants (Whistle Blowing Policy)

The Company provides channels for complaints and clues both inside and outside the Company. They also deal with the appropriate complaints. The protection and confidentiality of the complainant is as follows.

1. Notification of Clues

The Company provides channels for reporting clues or complaints in case of suspected illegal activities or behavior that implies corruption or the offense against anti-corruption policy via the following channels:

- Company's website: www.pg.co.th
- Email or telephone

Units	E-mail	Telephone
Chairman of Audit Committee	Ben.p@kingsbangkok.ac.th	-
Chairman of Corporate Governance Committee and Sustainable Development	chailert@pg.co.th	0-2685-6504
Secretary to Audit Committee	pgaudit@pg.co.th	0-2685-6533
Company Secretary / Investor relations	suvimol@pg.co.th	0-2685-6509

- By post:

**To Chairman of Audit Committee / Chairman of Corporate Governance Committee /
Company Secretary / Secretary to Audit Committee**

People's Garment Public Company Limited
666 Rama 3 Road, Bangpongpan, Yannawa
Bangkok 10120

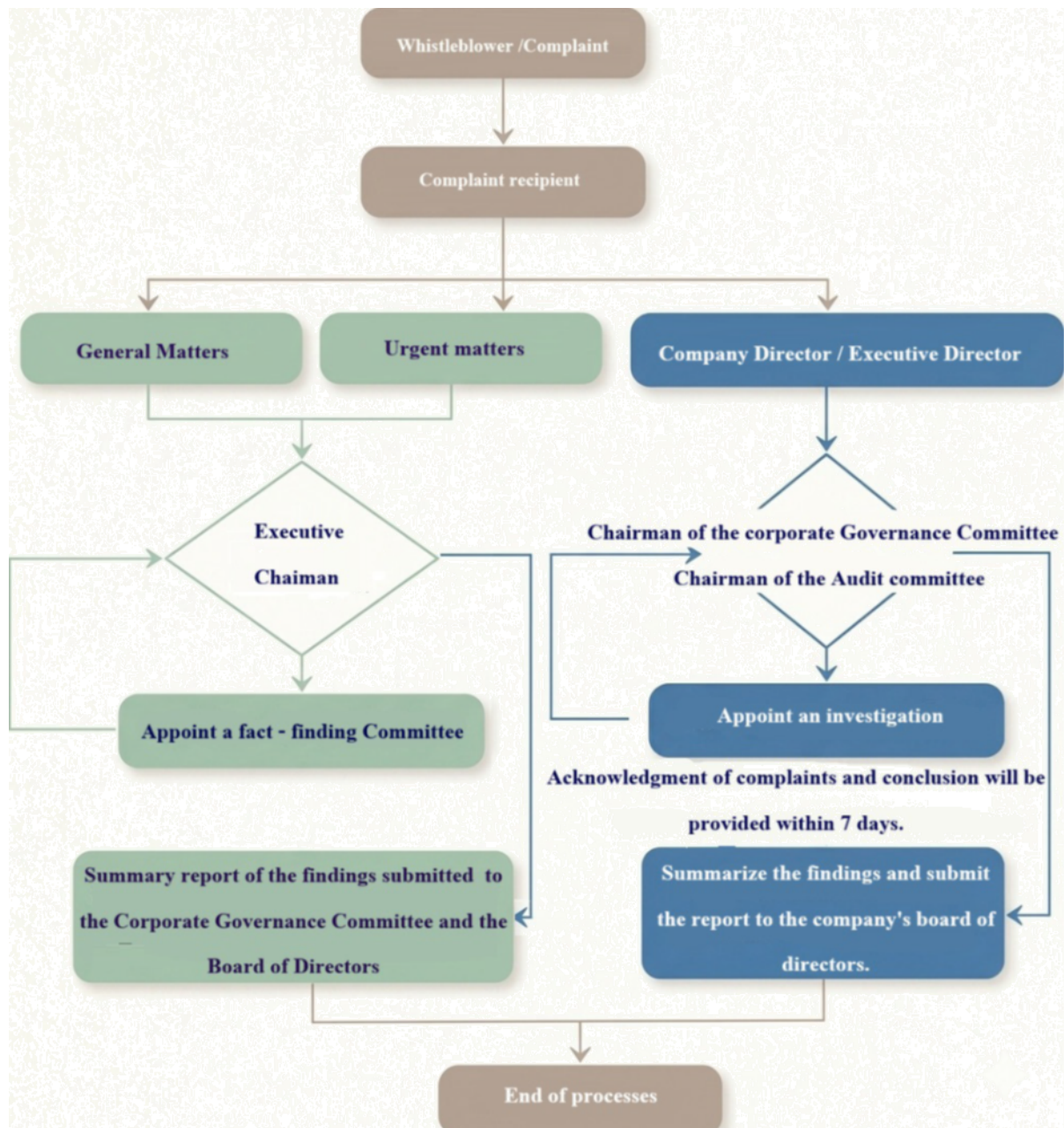
- By Telephone number: - Company Secretary 0-2685-6509
- Secretary to Audit Committee 0-2685-6533
- By Fax no. 02 294-5159

2. Complaint Processing Process

After getting clue or complaint, the company will conduct a preliminary investigation then forward to the Investigative Committee to carry out the collection, processing, examination and conclusion of measures to implement. The investigation results are reported to the Managing Director, Chairman, Executive Committee, Audit Committee Corporate Governance Committee and the Board of Directors, respectively. The company also notifies such results to the complaint for acknowledgement.

Complaints and grievances

The company has a systematic and transparent mechanism for handling complaints from employees and stakeholders in cases of rights violations or unfair treatment; moreover, systematic measures are in place to protect complainants .



General matters: Action will be taken within 30 days of receiving the complaint.

Urgent matters: Action will be taken within 15 days of receiving the complaint.

Company directors/executive directors who are the subject of a complaint: Action will be taken within 15 days of receiving the complaint.

3. Protection measures

This is to protect the rights of the whistle-blower / complainant and the co-investigator from unfair treatment as a consequence of the complaint, e.g., disturbances during work, reassignment or termination of employment. The Company will not disclose any information, or identify documents of whistle blower unless require by law. The company prescribes protective measures in case of insecure or may be damaged. Those who have suffered or damaged will be relieved with proper and fair procedures.

In addition, the Company provides the opportunity to stakeholders to express their opinions, suggestions, as well as complaints through channels and activities organized by the Company, for example, the Annual General Meeting of Shareholders of the Company and event Analysts and investors found Saha Group, which questions, comments, suggestions and complaints will be forwarded to the relevant authorities to take corrective and improving actions to meet the requirement of all stakeholders.

If company found any person who committed a wrongful act on company code of conduct, anti-corruption policy will be disciplined according to the company regulations or be punished by the relevant laws.