

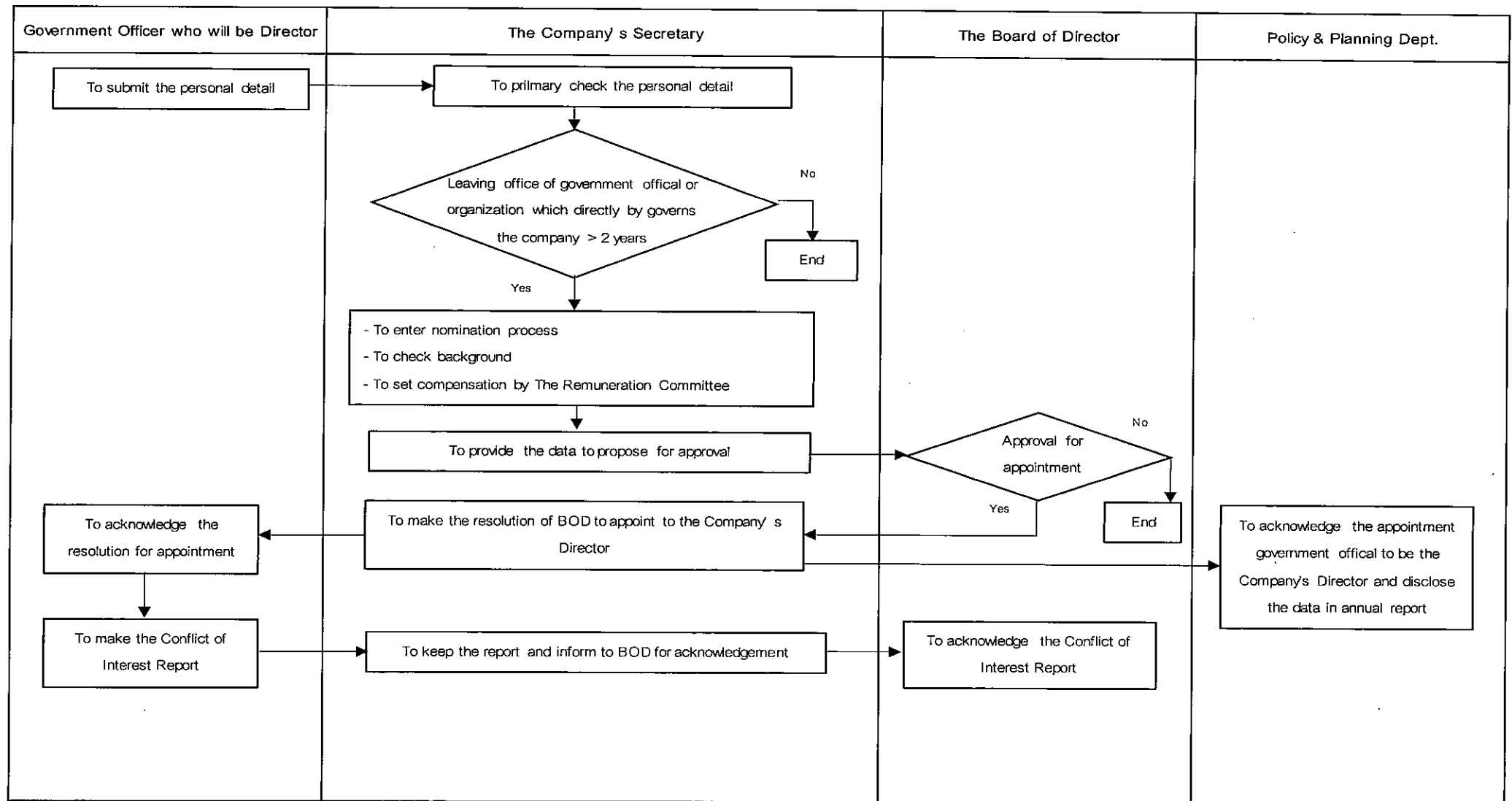
Revolving Door Practice (Hiring the government officer)

When any persons from the government sector work for the private section or any persons from the private section work on the government sector's policy, a risk of corruption occurs in terms of conflicts of interest of the persons who work for both of the organizations. A government official might have biased supervision; or personnel of the private sector might try to carry forward a policy beneficial to their organizations. To ensure that the company selects a person who worked as government official with transparency and accountability, not in return for any interests, the company defines the guidelines on hiring a government official as director, management, advisor, employee and subcontractor as follows:

1. The company has no policy to hire or allow a government official who still works for a government sector to work with.
2. If the company would like to hire or allow a former government official to work with, that person must have a minimum of two-year cooling-off period, counting from the date of leaving office of government official or organization which directly governs the company until the date of applying or being accepted as employee.
3. To hire or select a former government official to work with, the company must have a procedure to select, check his/her background, approve of hiring and determine remuneration in order to ensure that it is not in return for any interests or not for the company's interests which is risk of corruption. Then, the company sets the following guideline on nomination and selection of former government officials: -
 - 3.1 For the position of director, the company secretary shall check the candidate's data and report to the board of directors for consideration to approving the appointment. (Process of Hiring government officer to accordance with annex 5.1)
 - 3.2 For the position of management, advisor, employee and subcontractor, the human resource department shall check the candidate's data and report to the Chief Executive Officer through Chief Operating Officer for consideration to approving the employment. (Process of Hiring government officer to accordance with annex 5.2)
4. The personnel who is the former government official selected to serve as the company's director, management, employee, subcontractor or advisor must make Conflict of Interest Report (Report form in accordance with annex 1) to report his/her data relevant to the company's interest, according to the Conflict of Interest Practices.
5. Information regarding the hiring of government officials or employees must be disclosed in the company's annual report to ensure transparency.
6. The human resource department must be aware of the procedures for hiring government officials. If hiring a government official, state employee, or local politician, the process must be reviewed and approved before proceeding. Information about such hires should be disclosed according to the abovementioned approval and reporting procedures.

5. Process of Hiring the government officer

5.1 Process of Hiring the government officer in-charge Director



5.2 Process of Hiring the government officer in-charge management, consultant and employee

