

CORPORATE RESPONSIBILITY – LABOUR & EMPLOYMENT POLICY STATEMENT

Aescon Co. Ltd considers its employees as an integral part of its business strategy, diversity and respect for all employees form the basis of it's winning culture and are essential to **Aescon Co. Ltd** success.

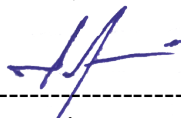
Aescon Co. Ltd is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. This Policy Statement also outlines standards to ensure that all **Aescon Co. Ltd** employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort.

Aescon Co. Ltd:

- Prohibit discrimination on the basis of race, gender, nation origin, religion, age, sexual orientation, politics or on the basis of any personal characteristic protected by law, yet retain the right of the company to make exceptions to favour local employment where local laws provide.
- Oppose and do not permit the use of forced or child labour. All work shall be voluntary in the production of **Aescon Co. Ltd** products and services. All employees must meet the minimum age requirement set by local laws.
- Value diversity and welcome employees from a wide range of cultures and races, as well as treating genders equally.

Aescon Co. Ltd will make every endeavour to promptly investigate and resolve labour and employment issues that are brought up to the attention of its management while respecting the confidence and rights of all parties involved.

Aescon Co.,Ltd.



Apilas Suriyavanagul

08/08/10

DD/MM/YY