



Performance Summary: Anti-Corruption

Anti-Corruption						
GRI	Required Data	Unit	OR Performance			
			2020	2021	2022	2023
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Governance Body ⁽¹⁾ Suppliers/Service Providers)					
	Governance Body Members					
	Governance body members that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number	No data	76	14.00	14.00
		% of governance body members	No data	100	100.00	100.00
	- Bangkok	Number	No data	No data	14.00	14.00
		% of governance body members	No data	No data	100.00	100.00
	- Other Provinces	Number	No data	No data	N/A	N/A
		% of governance body members	No data	No data	N/A	N/A
	- International	Number	No data	No data	N/A	N/A
		% of governance body members	No data	No data	N/A	N/A
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Employees					
	Employees					
	Employees that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number	No data	1,532	1,628.00	1,783.00
		% of Employees	No data	100	100.00	100.00
	- Bangkok	Number	No data	1125	1,203.00	1,335.00
		% of Employees	No data	73.43	73.89	74.87
	- Other Provinces	Number	No data	386	401.00	425.00
		% of Employees	No data	25.20	24.63	23.84
	- International	Number	No data	21	24.00	23.00
		% of Employees	No data	1.37	1.47	1.29
	Employees breakdown by employment level					
	Executive (Level 16-19)	Number	No data	11	11.00	10.00
		% of Employees	No data	0.72	0.68	0.56
	Middle management (Level 14-15)	Number	No data	50	51.00	57.00
		% of Employees	No data	3.26	3.13	3.20
	Junior Management (Level 11-13 and Level 9-10 who responsible as Manager)	Number	No data	274	290.00	390.00
		% of Employees	No data	17.89	17.81	21.87
	Senior Employee (Level 9-10)	Number	No data	331	355.00	281.00
		% of Employees	No data	21.61	21.81	15.76
	Employee (Level 8 and below)	Number	No data	866	921.00	1,045.00
		% of Employees	No data	56.53	56.57	58.61
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Communicated to Business Partner and Subsidieries					
	Business Partners (Contractor/Suppliers/Service Providers/Joint Ventures)and Subsidiaries that the organization's code of conduct and anti corruption policies and procedures have been	Number	No data	No data	1,460.00	1,351.00
		% of Business Partners and Subsidieries	No data	No data	100.00	100.00
	Suppliers/Contractors/Service Providers					
	Suppliers/Contractors/Service Providers that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number	No data	No data	1446.00	1327.00
		% of Suppliers/Contractors/Service Providers	No data	No data	100.00	100.00

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			2020	2021	2022	2023
	- Bangkok	Number	No data	No data	842.00	779
		% of Suppliers/Contractors/ Service Providers	No data	No data	58.23	58.7
	- Other Provinces	Number	No data	No data	586.00	528
		% of Suppliers/Contractors/ Service Providers	No data	No data	40.53	39.79
	- International	Number	No data	No data	18.00	20
		% of Suppliers/Contractors/ Service Providers	No data	No data	1.24	1.51
	Subsidiaries					
	Subsidiaries that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number	No data	No data	14.00	15
		% of Subsidiaries	No data	No data	100.00	100.00
	- Bangkok	Number	No data	No data	5.00	5.00
		% of Subsidiaries	No data	No data	35.71	33.33
	- Other Provinces	Number	No data	No data	N/A	-
		% of Subsidiaries	No data	No data	N/A	0.00
	- International	Number	No data	No data	9.00	10.00
		% of Subsidiaries	No data	No data	64.29	66.67
	Joint Ventures					
	Joint Venture that the organization's code of conduct and anti corruption policies and procedures have been communicated to	Number	No data	No data	No data	9
		% of Joint Ventures	No data	No data	No data	100.00
	- Bangkok	Number	No data	No data	No data	4.00
		% of Joint Ventures	No data	No data	No data	44.44
	- Other Provinces	Number	No data	No data	No data	2.00
		% of Joint Ventures	No data	No data	No data	22.22
	- International	Number	No data	No data	No data	3.00
		% of Joint Ventures	No data	No data	No data	33.33
-	Code of Conduct and Anti-corruption Policies and Procedures Written/Digital Acknowledgement					
	Employees with written/digital acknowledgement on code of conduct and anti corruption policies and procedures	% of Employees	No data	90	100	100
	Suppliers/Contractor/Service Providers with written/digital acknowledgement on code of conduct and anti corruption policies and procedures ^[4]	% of SuppliersContractor/Service Providers	58.49	51.34	100	100
	Subsidiaries with written/digital acknowledgement on code of conduct and anti corruption policies and procedures	% of Subsidiaries	No data	No data	No data	60.00
	Joint Ventures with written/digital acknowledgement on code of conduct and anti corruption policies and procedures	% of Joint Ventures	No data	No data	No data	78.00
GRI 205-2 (2016)	Governance Body Members					
	Governance body members that have received training on code of conduct and anti-corruption	Number	No data	No data	14.00	14.00
		% of governance body members	No data	No data	100.00	100.00
	- Bangkok	Number	No data	No data	14.00	14.00
		% of governance body members	No data	No data	100.00	100.00

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			2020	2021	2022	2023
	- Other Provinces	Number	No data	No data	No data	-
		% of governance body members	No data	No data	No data	-
	- International	Number	No data	No data	No data	-
		% of governance body members	No data	No data	No data	-
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Training for Employees					
	Employees					
	Employees that have received training on code of conduct and anti-corruption	Number	No data	1,450	1,444.00	1,825.00
		% of Employees	No data	94.6	88.70	95.80
	- Bangkok	Number	No data	No data	No data	1,340.00
		% of Employees	No data	No data	No data	70.34
	- Other Provinces	Number	No data	No data	No data	458.00
		% of Employees	No data	No data	No data	24.04
	- International	Number	No data	No data	No data	27.00
		% of Employees	No data	No data	No data	1.42
	Employees breakdown by employment level					
	Executive (Level 16-19)	Number	No data	No data	No data	13.00
		% of Employees	No data	No data	No data	0.68
	Middle management (Level 14-15)	Number	No data	No data	No data	55.00
		% of employees	No data	No data	No data	2.89
	Junior Management (Level 11-13 and Level 9-10 who responsible as Manager)	Number	No data	No data	No data	300.00
		% of Employees	No data	No data	No data	15.75
	Senior Employee (Level 9-10)	Number	No data	No data	No data	412.00
		% of Employees	No data	No data	No data	21.63
	Employee (Level 8 and below)	Number	No data	No data	No data	1,045.00
		% of Employees	No data	No data	No data	54.86
GRI 205-2 (2016)	Code of Conduct and Anti-corruption Policies and Procedures Training for Business Partners and Subsidiaries					
	Suppliers/Contractor/service providers that have received training on code of conduct and anti-corruption	% of Suppliers/Contractor/service	No data	No data	No data	No data
	Subsidiaries that have received training on code of conduct and	% of Subsidiaries	No data	No data	No data	100.00
	Joint Ventures that have received training on code of conduct	% of Joint Ventures	No data	No data	No data	No data
GRI 2-27 (2021)	Compliance with Laws and Regulations					
	Total number of significant instances of non-compliance with	Case	0	0	0	0
	- Instances for which fines were incurred	Case	0	0	0	0
	- Instances for which non-monetary sanctions were incurred	Case	0	0	0	0
	Total monetary value of significant fines	THB	0	0	0	0
	Percentage of revenues	% of Revenues	No data	No data	0	0
GRI 2-27 (2021)	Anti-Competitive Practices					
GRI 206-1 (2016)	Total amount of fines and settlements regarding anti-competitive behavior and violations of anti-trust and monopoly legislation	THB	0	0	0	0
	Percentage of revenues	% of Revenues	No Data	No Data	0	0
GRI 206-1 (2016)	Legal actions for anti-competitive behavior, anti-trust, and monopoly practice					

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GRI	Required Data	Unit	OR Performance			
			2020	2021	2022	2023
	Total number of legal actions pending regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	Case	0	0	0	0
	- Number of legal actions pending regarding anti-competitive behavior in which the organization has been identified as a	Case	No Data	No Data	0	0
	- Number of legal actions pending regarding violations of anti-trust/monopoly legislation in which the organization has been	Case	No Data	No Data	0	0
	Number of legal actions completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	Case	0	0	0	0
	- Number of legal actions completed regarding anti-competitive behavior in which the organization has been identified as a participant	Case	No Data	No Data	0	0
	- Number of legal actions completed regarding violations of anti-trust/monopoly legislation in which the organization has been identified as a participant	Case	No Data	No Data	0	0
GRI 205-3 (2016)	Corruption & Bribery Cases					
	Number of ongoing external investigations for corruption & bribery cases					
	Number of corruption cases ongoing external investigations	Case	5	4	0	0
	Number of confirmed/substantiated incidents of corruption and actions taken					
	Total number of substantiated corruption & bribery cases	Case	2	0	0	1
	Public legal cases regarding corruption brought against the organization or its employees	Case	0	0	0	0
-	Reporting on breaches to our codes of conduct					
	Number of code of conduct breaches reporting					
	Total number of code of conduct breaches reporting	Case	15	14	18	13
	- Corruption	Case	5	6	9	1
	- Conflict of Interest	Case	2	0	0	0
	- Corporate Compliance	Case	4	3	1	3
	- Antitrust/Anticompetitive	Case	0	1	3	0
	- Discrimination	Case	4	4	2	0
	- Sexual Harassment	Case	0	0	0	1
	- Non-Sexual Harassment	Case	0	0	0	0
	- Money Laundering or Insider Trading	Case	0	0	0	2
	-Customer Privacy Data	Case	0	0	0	0
	- Other	Case	0	0	3	6
-	Number of code of conduct breaches ongoing investigation^[3]					
	Total number of code of conduct breaches ongoing investigation	Case	3	1	1	1
	- Corruption	Case	0	0	1	0
	- Conflict of Interest	Case	2	1	0	0
	- Corporate Compliance	Case	0	0	0	1
	- Antitrust/Anticompetitive	Case	0	0	0	0
	- Discrimination	Case	0	0	0	0
	- Sexual Harassment	Case	0	0	0	0

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GRI	Required Data	Unit	OR Performance			
			2020	2021	2022	2023
	- Non-Sexual Harassment	Case	0	0	0	0
	- Money Laundering or Insider Trading	Case	0	0	0	0
	- Customer Privacy Data	Case	0	0	0	0
	- Other	Case	1	0	0	0
-	Number of confirmed/substantiated code of conduct breaches					
	Total number of confirmed/substantiated code of conduct	Case	3	1	1	2
	- Corruption	Case	2	0	0	1
	- Conflict of Interest	Case	0	0	0	0
	- Corporate Compliance	Case	1	1	1	0
	- Antitrust/Anticompetitive	Case	0	0	0	0
	- Discrimination	Case	0	0	0	0
	- Sexual Harassment	Case	0	0	0	1
	- Non-Sexual Harassment	Case	0	0	0	0
	- Money Laundering or Insider Trading	Case	0	0	0	0
	-Customer Privacy Data	Case	0	0	0	0
	- Other	Case	0	0	0	0

Remarks:

N/A (Not Applicable): There is no relevant to the operations of OR.

No Data: There is no data in the reporting year.

[1] Governance Body is included Board of Directors, but excluding Secretary to the Board. Due to he is Chief Executive Officer (CEO)

[2] Total number of significant instances of non-compliance with laws and regulations including Instances for which fines were incurred and Instances for which non-monetary sanctions were incurred . In

2023, OR has no non-compliance with laws and regulations.

[3] The Report of Ongoing investigation were reported as an internal investigation in OR. OR do not have any ongoing external investigation.

[4] OR prescribed that, suppliers with spending over 2 million baht are required to acknowledge and accept SSCOC via OR Portal.