



**Policy of the Board of Directors of
General Environmental Conservation Public Company Limited**

Topic: Policies and Practices Regarding the Compensation, Welfares and Development of the Potential Knowledge of the Employees

Resolution of the meeting: Board of Directors No. 10/2013

Date of approval: December 20, 2013

Page: 1/1

**Policies and Practices Regarding the Compensation, Welfares and
Development of the Potential Knowledge of the Employees**

The company has the policies of compensation and welfares for the employees and adheres to the fairness, properness, influence and competitiveness with the business in the same industry type and other relating industries and considers the financial status, company operation, living cost rate, knowledge and abilities level and work performance result of employees.

On welfares, the company provides welfares to its employees according to the law suitably and fairly as well as enhances the good life quality on working and provides the good working environment, occupational hygiene and work safety by considering the international standard.

The company has the policies to enhances its employees to improve the knowledge, potential and abilities based on the occupational field and management as well as good attitudes for the growth together with the company through the process of training, seminar and business trip.