

Number CL. 13/2015



The Department of Labour Protection and Welfare
The Ministry of Labour

Presents

TLS 8001-2010 Certificate Completion Level

Initiative Phase

to certify that

COSMO GROUP PUBLIC COMPANY LIMITED

20 Soi Sukhumvit 97-97/1, Sukhumvit Road, Bang Chak, Phra Khanong,
Bangkok 10260, Thailand

has achieved the Requirements of Thai Corporate Social Responsibility

Issue on 29 June 2015

A handwritten signature in black ink, reading "Peeraphat". The signature is written in a cursive style and is positioned above the printed name of the Director-General.

(Mr. Peeraphat Pornsirilertkit)

Director-General

The Department of Labour Protection and Welfare

Valid to 28 June 2018

Department of Labour Protection and Welfare Mitmaitri Rd., Din Daeng, Bangkok 10400

Telephone 0 2354 1652 Fax 0 2354 1642

Completion level : To certify the implementation in consistent with all the Thai Labour Standard Requirements (TLS 8001-2010) classified into 4 steps based on the management capacity of overtime hours per week as follows :

- A. Initiative Phase : O.T. not over 36 hours.
- B. Generative Phase : O.T. not over 24 hours.
- C. Progressive Phase : O.T. not over 18 hours.
- D. Superlative Phase : O.T. not over 12 hours.

All phases of completion level are 3 years certification from the date of certification.

NO. 14/2015

John Smith

Register

29, Jun, 15