

Supplier Code of Conduct

Srisawad Corporation Public Company Limited has adopted a business policy based on sustainable development principles under good corporate governance, as well as social and environmental responsibility, which are integral parts of its business operations. The Company is committed to achieving success in all dimensions and expects its business partners to operate under the same principles. Therefore, the Company has established a **Supplier Code of Conduct** for its suppliers to use as a guideline that aligns with the Company's own code of conduct.

Guidelines

Business Ethics

- **Honesty and Integrity**

- Suppliers/Vendors must conduct their business with transparency, honesty, and integrity, in a manner that is auditable and fully compliant with applicable laws and business regulations. They must not engage in any form of fraud or corruption, including the offering or acceptance of bribes.
- Suppliers/Vendors must exercise caution and comply with the Company's anti-corruption policy when giving or receiving gifts, gratuities, or entertainment, and must not be involved in any form of corruption.

- **Confidentiality**

- Suppliers/Vendors must safeguard the Company's interests and confidential information and must not disclose or disseminate any confidential information or documents relating to the Company or its business activities without prior authorization.

- **Intellectual Property Rights Infringement**

- Suppliers/Vendors must ensure that the products and/or services supplied to purchasers do not infringe upon any trademarks or intellectual property rights of third parties. Suppliers/Vendors shall also guarantee the quality and standards of the products or work to be delivered.
- Suppliers/Vendors must not disclose the Company's intellectual property information to third parties. They must respect the intellectual property rights of others and take care to avoid any imitation or unauthorized reproduction that may constitute an infringement of such rights.

- **Conflict of Interest**

- Suppliers/Vendors must not improperly transfer or divert the Company's benefits to any person who may have a conflict of interest or a future vested interest in the Company.

- Suppliers/Vendors must not use their personal interests or those of related persons to gain advantages from conducting business with the Group or create any conflict of interest.

Social Responsibility

• Human Rights

- Suppliers/Vendors shall treat employees equally and without discrimination, respecting employees' rights, equality, and fairness. They shall not discriminate against employees on the basis of nationality, ethnicity, race, religion, gender, age, education, or any other personal characteristic.
- Suppliers/Vendors shall respect employees' rights and must not subject employees to physical, verbal, or psychological abuse, threats, intimidation, or any form of violence.

• Labor Rights

- Comply with all applicable labor laws and regulations.
- Refrain from employing illegal workers. In the case of migrant workers, employment must be carried out in accordance with labor laws and applicable regulations.
- Provide employees with annual leave and public holidays as required by law.
- Provide wages, compensation, and benefits that are appropriate and fair, taking into account the nature of the work performed and the employees' capabilities.
- Prohibit all forms of forced labor, including labor obtained through threats, violence, sexual abuse, coercion, or unlawful confinement.

• Children's Rights and Prevention of Child Labor

- Do not employ children under the age of 15, as such employment would violate the regulations of the Ministry of Labour.
- Do not employ workers under the age of 18 in hazardous workplaces or in other prohibited work environments as prescribed by Ministry of Labour regulations.

• Occupational Health and Safety

- Suppliers/Vendors must provide employees with a safe and hygienic working environment and ensure that equipment and facilities are regularly inspected and maintained.
- Suppliers/Vendors must provide employees with appropriate personal protective equipment (PPE) and establish suitable systems and procedures to prevent and control accidents, unsafe conditions, and losses, in accordance with safety standards and applicable laws and regulations.

Environmental Responsibility

- **Compliance with Environmental Laws and Regulations**

- Suppliers/Vendors must conduct their business with environmental responsibility and comply with all applicable environmental laws, regulations, directives, requirements, and standards.

- **Efficient and Environmentally Friendly Use of Resources**

- Suppliers/Vendors shall participate in environmental conservation efforts by allocating resources responsibly and conducting business with due consideration for environmental impacts. They shall promote sustainable environmental development, minimize unnecessary resource consumption, and reduce environmental impacts to the greatest extent possible.
- Suppliers/Vendors shall operate their businesses in an environmentally responsible manner, taking into account the impact of their activities on the environment. They shall appropriately manage the use of natural resources, reduce greenhouse gas emissions, and place importance on the use of renewable energy sources and the conservation of biodiversity.

Monitoring and Auditing

To ensure that operations comply with applicable laws and relevant policies, the Company will conduct random audits and inspections at least once a year.

The Company hereby requests all suppliers to acknowledge and strictly comply with the **Supplier Code of Conduct** as outlined above, in order to support sustainable development and achieve mutual growth together.



Srisawad Corporation Public Company Limited
Supplier Evaluation (Self-Assessment)

This questionnaire is to provide the partners of Srisawad Corporation Public Company Limited self-assessment

| | Do not Operate | Will Carry Out | Operate | Seriously operate |
|--|----------------|----------------|---------|-------------------|
| 1. Products and Services | | | | |
| 1.1 The Company maintains quality control and safety measures in its product screening processes to ensure that products and services meet established standards. | | | | |
| 1.2 The Company has standardized and secure procedures for delivering products and services in strict compliance with contractual obligations | | | | |
| 1.3 The Company monitors and surveys customer satisfaction regarding its products and services. | | | | |
| 1.4 The Company has policies governing its responsibilities to customers in relation to both products and services | | | | |
| 2. Business Operations | | | | |
| 2.1 The Company monitors and assesses impacts and establishes risk management measures for risks that may affect its business operations in both the short and long term | | | | |
| 2.2 The Company transparently reports its operating results and financial position to relevant stakeholders in a manner that can be verified | | | | |
| 2.3 The Company conducts its business in compliance with laws, regulations, ethical principles, and fair competition practices. | | | | |
| 2.4 The Company supports and cooperates in anti-corruption efforts with government agencies, private-sector organizations, and the public | | | | |
| 2.5 The Company respects intellectual property rights and does not disclose confidential information or any information obtained through business dealings with its partners | | | | |
| 2.6 The Company promotes the exchange of knowledge and experience to enhance operational efficiency and foster business innovation. | | | | |
| 2.7 The Company promotes activities related to corporate responsibility throughout the value chain and participates in improving supplier practices. | | | | |
| 3. Social Responsibility | | | | |
| 3.1 The Company complies with applicable laws and internationally recognized human rights principles. | | | | |
| 3.2 The Company does not engage in or support any form of forced labor | | | | |
| 3.3 The Company does not employ child labor below the minimum legal working age. | | | | |
| 3.4 The Company respects diversity and treats all employees equally. | | | | |
| 3.5 The Company provides appropriate wages, compensation, and benefits in compliance with labor laws. | | | | |
| 3.6 The Company regularly provides employee training and development programs. | | | | |
| 3.7 The Company communicates its organizational values to employees and relevant stakeholders. | | | | |
| 3.8 The Company provides a safe and hygienic working environment, appropriate work equipment, and effective management systems. | | | | |
| 4. Environmental Responsibility | | | | |
| 4.1 The Company manages environmental matters in compliance with applicable laws, regulations, and requirements, and continuously monitors compliance with legal standards. | | | | |
| 4.2 The Company continuously develops and improves its operations to reduce global warming impacts and mitigate greenhouse gas emissions. | | | | |
| 4.3 The Company implements appropriate and efficient water management measures in compliance with applicable laws. | | | | |
| 4.4 The Company implements appropriate and effective pollution and waste management measures in compliance with applicable laws. | | | | |
| 4.5 The Company regularly assesses and monitors environmental impacts arising from its operations. | | | | |
| 5. Community and Social Responsibility | | | | |
| 5.1 The Company establishes practices and preventive measures to reduce negative impacts and enhance positive impacts on society. | | | | |
| 5.2 The Company collaborates constructively with local communities to improve quality of life and promote sustainable social development. | | | | |
| 6. Anti-Corruption | | | | |
| 6.1 The Company strictly adheres to its anti-corruption and anti-bribery policies and communicates these policies comprehensively to stakeholders | | | | |
| 6.2 The Company provides secure channels through which employees can report actual or suspected cases of corruption. | | | | |
| 6.3 The Company participates and cooperates with external agencies and organizations in efforts to combat corruption. | | | | |

Evaluated by.....

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Title.....