



Supplier Code of Conduct

Srisawad Capital 1969 Public Company Limited

## Supplier Code of Conduct

Srisawad Capital 1969 Public Company Limited is committed to conducting business with fairness, integrity, and transparency, in accordance with the principles of Good Corporate Governance and Sustainable Development guidelines. We take into account social and environmental impacts. To ensure efficiency in procurement operations, the Company has established this **Supplier Code of Conduct** as a business guideline for conducting between the Company and its suppliers. This is to ensure transparency and opposition to all forms of bribery and corruption, fostering sustainable growth and business cooperation.

### Definitions

"Supplier" means a seller of goods, dealer, contractor, and/or service provider to the Company.

### Scope of Implementation

This policy applies to the directors, executives, and employees of **Srisawad Capital 1969 Public Company Limited** and its subsidiaries.

### Guidelines

#### 1. Business Integrity and Transparency

Focusing on conducting business based on correctness, integrity, transparency, and accountability, while upholding ethical standards. This includes the following actions:

- 1.1. **Compliance with Laws and Regulations:** Adhering to all relevant laws, rules, and government regulations.
- 1.2. **Contractual Compliance:** Suppliers must fulfill the terms and conditions agreed upon in contracts in a transparent and fair manner, and in accordance with business ethics.
- 1.3. **Conflict of Interest:** Avoiding any personal or business conflicts of interest. Suppliers must have appropriate management processes to ensure that individuals with significant interests are not involved in decision-making processes regarding those matters.
- 1.4. **Fair Competition:** Refraining from excluding others or collaborating with third parties to hinder or obstruct fair competition.
- 1.5. **Ethical Management:** Ethical issues must be managed effectively and transparently.

**1.6. Whistleblowing Channels:** Establishing channels for reporting misconduct and grievances (Whistleblowing channels) for employees, stakeholders, and other involved parties, including measures to protect whistleblowers and complainants.

## 2. Anti-Corruption

Suppliers must not engage in any acts of soliciting, requesting, or accepting any form of benefits, whether in cash, gifts, other incentives, or entertainment, for the benefit of themselves, their families, or related persons. This includes avoiding any actions intended to create improper business relationships, channels, or opportunities that may lead to corruption or conflicts of interest. The following actions are required:

**2.1. Anti-Corruption Compliance:** Refraining from any activities that constitute or pose a risk of violating anti-corruption laws.

**2.2. Prohibition of Bribes and Inducements:** Prohibiting the giving or receiving of bribes and inducements in any form. The Company operates based on fair competition strategies, prioritizing the quality of its products and services.

### 2.3. Personal Data Protection and Confidentiality

3. Suppliers must handle information received by providing services to the Company with due care and solely for the specific purposes defined for those services. Such information must be stored in accordance with specified conditions, with secure data protection measures in place to prevent loss, unauthorized or unlawful access, use, alteration, amendment, or disclosure. This is to prevent data leaks and the use of information in violation of relevant laws, regulations, or terms agreed upon in the service contract.

## 4. Human Rights and Fair Labor Practices

Refrain from any form of discrimination or exclusion of workers based on race, skin color, religion, gender, age, nationality, citizenship, sexual orientation, disability, or any other status. Suppliers must maintain clear employment standards that comply with all applicable legal requirements and regulations.

## 5. Occupational Health and Safety

Manage and maintain a working environment that ensures the safety of life and property for all involved stakeholders. This must be in accordance with the Occupational Health and Safety Act, relevant laws, and regulations. Additionally, suppliers must ensure preparedness for emergency situations.

## 6. Social and Environmental Responsibility

**6.1. Environmental Compliance:** Suppliers should conduct business with environmental responsibility and strictly comply with relevant environmental laws, rules, regulations, and standards. Operations should minimize impacts on both the community and the environment.

**6.2. Resource Efficiency:** Contribute to environmental preservation by using natural resources—such as water, electricity, fuel, and paper—efficiently and effectively. Prioritize efficient waste management from business operations and participate in the conservation of natural resources to help reduce greenhouse gas emissions.

**6.3. Community Development:** Participate in community and social development as opportunities arise and as appropriate.

*If you have any questions regarding this policy, please contact the Compliance Department, Human Resources Department, or Legal Department during the Company's business hours.*