

Code of Conduct of Supalai's Business Partners

Supalai (Public) Company Limited (the "Company") and its affiliates (collectively referred to as "Supalai") are fully committed to operating businesses with sustainable growth and social and environmental responsibility. Therefore, it focuses on supply chain management services and develops them concretely through the supervision of Supalai's business partners. Compliance with these guidelines of business partners reflects their commitment to cooperating and moving forward together with Supalai to promote sustainable business operations between business partners and Supalai.

The Code of Conduct refers to the specification of Supalai's basic ethical requirements and business operation requirements of Supalai's business partners to drive and encourage business partners to perform operations ethically with social responsibility and occupational health care and safety for employees, and emphasis on sustainable environmental management.

Business partners are responsible for taking action to ensure that their directors, officers, employees, agents, representatives, business partners, contractors and other partners understand and are obliged to comply with the requirements set out in the Code of Conduct covering risk management, and also determine control approaches and monitor the progress on these issues. The business partners agree to notify Supalai in writing if they are aware of or suspects any violation of this Code of Conduct.

1. Ethics and Transparency of Business Operations

1.1 Anti-Bribery/Corruption

The proper competition is based on features of products and services. The business partners shall not offer, promise, authorize, or provide benefits or valuable items, directly or indirectly, (including but not limited to gifts or business customs) with the aim or for the purpose of convincing any person to perform duties or offer an unfair advantage to Supalai, its business partners or other persons. As such, business partners will comply with and require their employees, representatives, and contractors to comply with these guidelines as well.

1.2 Fair Business Practices

It refers to non-involvement in any competition with unfair business practices, regardless of conducting on behalf of Supalai, its business partners or any other persons. As such, business partners shall not perform bid rigging, jointly set prices, or supply or exchange customers, disclose sensitive information about the competition of Supalai or its business partners or any other persons to Supalai's competitors or competitors of business partners. Business partners shall not abuse their market power, whether for their own benefit or for the benefit of others, by refusing to trade fairly, engaging in price practices aiming at eliminating competitors or discriminating, imposing terms of sale or supply of products or services by attaching to another product or service or carrying out other similar illegal tactics. Business partners shall not engage in other fraudulent or unfair marketing practices. In addition, products and services shall not infringe the intellectual property of other persons, regardless of on behalf of Supalai, its business partners or any other persons. Plus, business partners shall not provide false information about products or services of Supalai, its business partners, or other persons. Likewise, business partners shall not slander Supalai's competitors or competitors of business partners or their products or services.

1.3 Confidentiality, data protection, personal data protection, and retention of data records

Confidentiality, data protection, and personal data protection is conducted by taking appropriate and sufficient measures for data security and restriction of access to personal data, including limiting the risk of accidental destruction, loss, correction, and unauthorized disclosure

Preparation and retention of accurate and complete data records is conducted to ensure accountability. Any records shall not be changed or omitted to conceal or falsely display information, events, or transactions with written records. Data records must be kept and deleted.

1.4 Conflict of interest

Any situations that may lead to a conflict of interest shall be avoided. The business partners shall not enter into any business agreement with the directors, employees or representatives of Supalai, which may affect the improper performance of duties to Supalai.

2. Quality Standards and Business Continuity

2.1 Quality standards

Products and services are delivered in accordance with mutual terms and agreements. There is cooperation with Supalai to improve the quality of products and services.

2.2 Business Continuity

A business continuity plan is prepared to enable continuous delivery of products and services to Supalai, either in the case where Supalai increases its demand for products and services or in the case where the operation of business partners encounter problems of production disruption.

3. Human Rights

3.1 Equitable Treatment

Business partners respect the differences and diversity of employees, customers, and other persons who are in contact with. There is no discrimination based on the status of an individual, such as race, skin color, religion, national origin, gender, sexual orientation, gender identity, age, disability, any other personalities, and political preferences.

3.2 Secure and safe workplace

Business partners provide a secure and safe workplace to all employees and prevent accidents for employees, customers and visitors. The executives of business partners will ensure the compliance with this commitment in all establishments and factories operated by business partners.

3.3 Working hours, remuneration, and benefits

Business partners shall pay remuneration to employees fairly and are committed to becoming an ethical employer, and respect employee engagement, fair rewards, including benefits that employees should receive.

3.4 Treatment of humans

Business partners will respect the rights of employees and provide assurances to employees that there will be no harsh and inhumane practices, including physical, verbal and mental abuse or threat.

3.5 Freedom for participation

Business partners respect the rights of employees and give them the freedom to participate in associations and negotiations.

3.6 Child labor protection

Business partners will protect the forced child labor or child labor for illegal or dangerous work and work affecting the health, morality, and mental state of the child.

4. Occupational Health and Safety

Business partners shall provide safe and hygienic operating areas and work environments and prevent their employees from facing potential safety risks by: (1) Providing personal protective equipment for vulnerable workers. (2) Encouraging employees to report work-related injuries, (3) Classifying and recording cases of work-related injuries and illnesses, (4) Providing necessary medical treatment, and (5) Investigating and taking corrective measures to eliminate the causes of such injuries and illnesses.

5. Environment and Sustainability

Business partners attempt to reduce adverse impacts on communities, environment, and natural resources to the minimum in order to protect the health and safety of the general public by establishing measures to prevent and reduce environmental impacts and minimize greenhouse gas emissions affecting climate change.

Communication Channels

Supalai provides channels for employees and stakeholders (including their business partners, subcontractors and their employees) to make inquiries and raise concerns about this Code of Conduct and Business Practices through Supalai's ethical support hotline, which is a confidential method. Concerns can be raised without specifying the name of the informant. Supalai's ethical support hotline is available via anti-corruption@supalai.com

Confirmation of Compliance with Supalai's Code of Conduct

The business partners acknowledge and agree that they are responsible for fully complying of this Code of Conduct in order to concretely achieve the joint supply chain management development and sustainability for partners and Supalai. Therefore, Supalai will assess the compliance with this Code of Conduct based on the signing of business partners with Supalai from the date of signing as well as a survey of business partners' establishments and obtaining reliable information showing the compliance with this Code of Conduct of the business partners.

The business partners will fully cooperate with Supalai for such assessment and will take corrective actions immediately if there is any practice that does not comply with the Code of Conduct. In the event of a non-compliance with the Code of Conduct, Supalai may require regular inspection performed by an independent auditor selected by Supalai, whereby the business partners shall agree to perform the inspection and accept the payment of expenses incurred.

The business partner acknowledges and agrees to sign, certify and affix the company seal.

I _____ the authorized director
of _____ agree to comply with the above Code of Conduct.

Signature _____

Date ___/___/___

