



Supplier Code of Conduct

Pinthong Industrial Park Public Company Limited

13 November 2024

Approved on 13 November 2024, (BOD4/2024)

Supplier Code of Conduct

Pinthong Industrial Park Public Company Limited and its subsidiaries (“the Company”) are committed to developing the business toward sustainable growth by conducting business with transparency integrity ethics and in compliance with applicable laws under the principles of good corporate governance which emphasize the management of all suppliers leading to responsibility toward society communities and the environment in accordance with sustainable development principles

The Company is also committed to enhancing the capabilities of its suppliers who are key stakeholders in business operations and form part of the value chain working alongside the Company in order to achieve development growth and broader positive impact on society

The Company has established and published a Supplier Code of Conduct as a guideline for suppliers engaging with the Company to conduct business ethically and in compliance with applicable laws with due consideration for human rights fair labor practices occupational health and safety standards and environmental protection in order to achieve sustainability

Scope of the Supplier Code of Conduct

This Code of Conduct serves as a guideline for business practices between the Company and its suppliers in procurement and purchasing activities including other business units of suppliers related to the Company such as subsidiaries affiliates and subcontractors involved in transactions with the Company

In this regard if any supplier fails to comply with the Company’s Supplier Code of Conduct the Company reserves the right to take appropriate actions against such supplier taking into consideration the impact and damages incurred

Guidelines on Supplier Code of Conduct

1. Business Ethics (Business Ethics) divided into 4 aspects

1.1 Laws Rules and Regulations

- Suppliers must strictly comply with applicable laws rules and regulations relevant to business operations and must not participate or be complicit in any form of unfair business competition
- Suppliers must possess all necessary licenses permits or authorizations required for operations and business activities in accordance with applicable laws rules and regulations

1.2 Business Ethics

- Suppliers must conduct business in accordance with ethical principles with honesty integrity transparency and social responsibility under good corporate governance in order to achieve sustainable growth
- Suppliers must be able to disclose their information and financial performance data in a verifiable manner in accordance with accounting principles
- Suppliers must not disclose confidential information of the Company and related parties or any information obtained from conducting business with the Company such as information relating to products customers business partners pricing costs strategies plans and operating procedures without prior written consent from the Company and must not use such information for unlawful purposes or for improper commercial gain
- Suppliers must respect privacy rights and protect and secure personal data networks and online systems used in the Company's and other related suppliers' business operations in compliance with applicable personal data protection and cybersecurity laws
- Suppliers must not infringe upon the intellectual property rights of others nor disclose such intellectual property without authorization
- Suppliers must promote and support the implementation of the Supplier Code of Conduct among their employees workers and subcontractors in order to ensure ethical business practices throughout the value chain

1.3 Anti-Corruption

- Suppliers must not be involved in any form of corruption including extortion fraud or bribery whether directly or indirectly
- Suppliers must not give offer to give solicit accept or agree to accept any benefits whether monetary or non-monetary or any other advantages or actions of excessive value that may influence business decisions under any circumstances and must comply with applicable anti-corruption practices
- Hospitality travel or entertainment provided by suppliers must be reasonable and appropriate solely for the purpose of maintaining good business relationships and suppliers must not expect any return benefits
- Suppliers must not have any interest in business operations that may create conflicts of interest or result in overlapping interests with the Company If suppliers or their personnel have any interests that may lead to conflicts of interest, they must immediately disclose such information to the Company

1.4 Product Quality and Standards

- Suppliers must deliver products and services of quality that meet specified requirements are environmentally friendly and do not cause adverse impacts on communities society and the environment with appropriate control and management processes in accordance with quality and safety standards as well as the Company's requirements and agreed specifications
- Suppliers must conduct comprehensive due diligence in the selection of business partners and subcontractors to ensure responsible sourcing throughout the value chain particularly with regard to illegal activities or human rights violations

2. Human Rights and Labor (Human Rights and Labor) divided into

2.1 Employment

- Suppliers must provide wages and benefits to employees accurately and fairly in accordance with labor laws and applicable regulations and employees must receive all entitlements as prescribed by law

2.2 Equal Treatment

- Suppliers should respect fundamental human rights and labor rights and ensure equality and fairness in accordance with labor laws without discrimination based on physical differences race nationality ethnicity skin color religion or sexual orientation whereby all individuals shall be treated equally

2.3 Labor Practices / Illegal Labor

- Suppliers must comply with laws rules and regulations related to labor protection and treat all categories of workers fairly including not employing child labor as prohibited by law In the case of hiring migrant workers suppliers must ensure that employment is fully compliant with the laws of the Ministry of Labor and verifiable and must not use forced labor in any form

3. Safety and Occupational Health

- Suppliers must provide and maintain workplaces and working conditions that are safe and hygienic for employees in compliance with applicable laws and regulations
- Suppliers must provide adequate and appropriate personal protective equipment and ensure preparedness for emergency situations in order to minimize potential losses and must strictly comply with applicable laws and regulations
- Suppliers must maintain records and statistics relating to occupational illnesses injuries fatalities or safety-related incidents involving employees
- Suppliers must provide training and raise awareness among employees and subcontractors regarding risks control measures procedures and applicable safety standards

4. Environmental and Community Management

- Suppliers must strictly comply with applicable environmental laws rules and regulations prescribed by government authorities and conduct regular assessments to ensure compliance with required standards
- Suppliers must operate their business with due care and take preventive measures to avoid environmental contamination that may be harmful to humans and surrounding ecosystems
- Suppliers should implement measures to prevent and mitigate environmental impacts including having systems for wastewater management air pollution control chemical management as well as proper and effective waste segregation disposal and hazardous waste management
- Suppliers should promote the use of environmentally friendly technologies to help mitigate climate change impacts including reducing greenhouse gas emissions such as the use of environmentally friendly materials low carbon materials and recyclable materials

5. Managing Supplier Code of Conduct

- Suppliers must acknowledge and comply with the Supplier Code of Conduct
- Suppliers consent to the Company's right to audit their operations and shall implement improvements in accordance with recommendations within the specified timeframe

6. Complaints and Whistleblowing (Complaints and Report Clues)

- Suppliers must establish channels for complaints and whistleblowing including a non-retaliation policy and transparent processes for handling complaints and reports with measures to protect complainants and whistleblowers
- Suppliers may submit complaints report clues or report suspected violations of the Supplier Code of Conduct through the following channels

email: Hotline@pinthongindustrial.com

Post mail to: Company Secretary

Pinthong Industrial Park Public Company Limited

789 Moo 1 Nong Kho–Laem Chabang Road
Nong Kham Subdistrict Si Racha District
Chonburi 20230 Thailand

Telephone: 038-296-335

The Company recognizes the importance of the Supplier Code of Conduct whereby the Company's directors executives and employees shall strictly adhere to the practices and operations as set forth above and shall communicate such principles both internally and externally in order to demonstrate the Company's commitment and implementation approach with its suppliers

This Supplier Code of Conduct shall be effective from 13 November 2024, by the approval of the Board of Directors at its Meeting No. 4/2024.

- Mr. Prasan Tanprasert -
Chairman of the Board of Directors
Pinthong Industrial Park Public Company Limited