

Supplier Code of Conduct **Thai Plaspac Public Company (Limited) and the subsidiaries**

Thai Plaspac Public Company (Limited) and the subsidiaries adhere to fairness and ethics in business operations, maximizing the benefits of all stakeholders fairly and transparently. The Company is also responsible for society and the environment to promote the sustainable development of the organization. To achieve this goal, the Company has developed the Supplier Code of Conduct for business suppliers to clarify and strengthen mutual understanding between the Company and suppliers as a standard for business operations. These are the following aspects.

1. Business ethics

Abide by all applicable laws, rules, and regulations of the country in which it operates; Conduct business fairly with honesty and integrity to all stakeholders; Anti-corruption in all forms. And encourage suppliers to join anti-fraud, bribery, and corruption networks.

2. Social Responsibility

Emphasize the adherence to human rights principles based on dignity, justice, equality, respect, and liberation; Non – discrimination; Labor protection, especially child labor, women, and vulnerable groups; Non – Forced; Fair Labor; Equitable remuneration; Keep the work environment hygienic and safe.

3. Environmental Responsibility

Conscious of environmental responsibility, considering the impact on natural resources and the environment; Strictly abide by the relevant environmental standards, laws, regulations, and rules.

Scope of application

- **Suppliers** refer to all suppliers, contractors, and service providers for the Company.
- Adhere to the Universal Declaration of Human Rights (UDHR), International Labor Organization (ILO), UN Global Compact, and Social Accountability International (SAI).
- Including Corporate Sustainability Guide for Listed Companies.
- Refer to the relevant standards.

This Supplier Code of Conduct is a fundamental requirement of the Company to all business suppliers.

Announced on 23 February 2024



(Mr. Yashovardhan Lohia)

Chairman of the Board of Directors

Thai Plaspac Public Company Limited

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COMPANY REGISTRATION NO. AND TAX ID : 0107547000575

Supplier Code of Conduct

Business ethics

Legal Compliance

Suppliers must abide by all applicable laws and regulations in the country of operation and international laws and regulations. For example, sanctions compliance, export control, reporting obligation, data protection, and fair-trade competition.

Anti – Corruption

Supplier shall be against all forms of corruption, refrain from any acts related to corruption, and prevent all forms of conflicts of interest.

Fair Competition

Suppliers shall comply with relevant competition laws and regulations with fairness and responsibility to all stakeholders. Refrain from taking advantage of others to obtain benefits for oneself or others.

Anti – Bribery

Suppliers shall not offer or accept money, property, or other benefits to/from suppliers, contractors, or service providers with whom suppliers have business dealings. Including bribing officials of the government or public institutions.

Data Protection

Suppliers shall protect the information security, business confidentiality, and intellectual property. Without the consent of the Company, confidential information of the Company shall not be disseminated or used. Except as required by applicable laws and regulations.

Social Responsibility

Human Right

Suppliers shall not infringe upon human rights; Treat all people on the basis of equality and justice without discrimination due to race, age, role, sex, gender identity, skin color, ethnicity, religion, country of origin, sexual orientation, marital status, pregnancy, dependents, disability, social class, trade union members or political views.

Labor Practices

Suppliers shall respect labor rights and freedom of association. Treat individuals equally and fairly, avoiding employment discrimination, including employment, salary, progress, and discipline. Dismissal or retirement, and the recruitment of employees are not limited by gender, age, and race, as well as fair and legal employment contracts.

Forced Labor

Suppliers shall not use forced labor, illegal labor trafficking, or child labor, including any form of punishment for employees' physical and mental abuse, whether through any form of physical and mental coercion, slavery, or any form of human trafficking.

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Working Hours and Remuneration

Suppliers shall not work more than the regular, overtime hours allowed by the law of the country where the employees are employed. All overtime work by employees is voluntary. Employees must get remuneration that includes wages, overtime pay, other benefits, and paid leave that meets or exceeds the legal minimum standards or appropriate industry standards, and compensation terms established by legally binding collective bargaining agreements fairly.

Occupational Safety, Health, and Working Environment

Any operations within the supplier's area shall comply with laws and regulations of occupational health and safety. Provide a hygienic and safe workplace, and train employees to enhance safety awareness. Always reduce the risk of accidents and potential impacts during the operation process.

Suppliers shall monitor the performance of employees, suppliers, contractors, service providers, or visitors. Always comply with the safety regulations of suppliers' companies and provide sufficient personal protective equipment. Control usage and determine appropriate emergency and preventive measures.

Environmental Responsibility**Environmental**

Suppliers shall conduct their business in an environmentally responsible manner and strictly abide by relevant laws, regulations, and environmental standards.

Efficient Use of Resource

Suppliers shall effectively allocate the use of natural resources, energy, and water, considering the impact on the environment and the occurrence of pollution. Avoid, or minimize the use of materials or raw materials that will pollute the environment, choose environmentally friendly materials, use materials that reduce greenhouse gas emissions, and reduce, reuse, and recycle materials.

Waste and Pollution Control

Suppliers shall control and ensure the reduction of waste and air emissions caused by supplier operations. Treat wastewater before discharge into public water sources. Properly manage hazardous and non-hazardous waste and minimize the occurrence of waste.

Greenhouse Gas Management

Suppliers shall reduce greenhouse gas emissions in their business operation and production; reduce the consumption of energy; reduce the use of greenhouse gas generator chemicals; Use alternative clean energy; develop energy efficiency; avoid the use of personal cars by choosing public transportation. This includes the use of technological innovation to reduce greenhouse gas emissions in Scope 1, Scope 2, and Scope 3.

Acknowledgment and Compliance Letter

On behalf of (The company)
which is a supplier of Thai Plaspac Public Company (Limited), and the subsidiaries hereby confirm that have read and acknowledge of Supplier Code of Conduct of Thai Plaspac Public Company (Limited) and the subsidiaries. Agree to abide by this agreement by notifying all relevant personnel of the company. Including agreeing to Thai Plaspac Public Company (Limited) and the subsidiaries to inspect and audit the implementation of the Supplier Code of Conduct, to achieve sustainable growth goals together.

I agree to accept the terms and conditions on behalf of the company.

Sign and the company seal affixed (if any)

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(.....)

Position:

Date:

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