



## **Business Partner Code of Conduct**

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### **Introduction**

Srithai Superware Public Company Limited places great importance on the selection of raw materials from suppliers that meet high-quality standards, are safe for consumers, and do not harm the environment. This includes ensuring legal labor practices, maintaining employee safety during production, using electricity and water efficiently, and preventing pollution and waste discharge. These principles are fundamental to the company's commitment to improving operational efficiency, managing costs effectively, and fostering recognition among customers and stakeholders. This approach supports the company's long-term business sustainability along with that of its partners.

The Company integrates social responsibility into all business operations, including routine activities and the development of new projects, with the aim of fostering sustainable development in Thai society across all dimensions. Recognizing the importance of responsible business practices, the Company has established policies to ensure the sustainable growth of both its business and society.

“Business Partner Code of Conduct” has been developed to provide guidance and foster a mutual understanding between the Company and business partners. It covers key aspects of ethical business conduct, human rights, safety, occupational health, and environmental management. These principles serve as criteria for selecting and evaluating business partners, as outlined below.

### **Business Ethics**

Business partners of the Company must conduct their business with honesty, integrity, and a commitment to social responsibility. They must comply with applicable laws, regulations, and ethical standards as follows:

#### **1. Anti-Bribery and Corruption**

Business partners must ensure that their directors, executives, and employees perform their duties without abusing their authority, whether directly or indirectly. They must not engage in bribery, corruption, or any form of misconduct for personal or external gain. Prohibited activities include:

- Giving or receiving gifts, services, or other benefits beyond reasonable customary business practices
- Accepting or offering cash or cash equivalents
- Offering or accepting bribes from government officials or third parties
- Misappropriation of company assets
- Money laundering
- Obstructing justice or legal proceedings



Business partners must not request or accept any undue benefits from suppliers, contractors, consultants, or other related entities, nor offer such benefits to influence improper business decisions.

## **2. Anti-Corruption and Anti-Bribery**

Business partners must uphold fair competition principles and refrain from unethical competitive practices such as:

1. It is strictly prohibited to accept, give, or promise to give money, assets, goods, or any other benefits to any individual, including business-related parties, for the purpose of inducing them to act or refrain from acting in violation of the law and public moral standards.
2. Do not solicit money, assets, goods, or any other benefits from business-related parties.
3. Do not accept or give gifts or souvenirs in accordance with customs or traditions that exceed a reasonable value.
4. Respect and adhere to internal audit mechanisms implemented to prevent damages from corruption, as well as ensure strict oversight and compliance with the organization's laws, regulations, and policies.
5. Establish a standardized human resource management system with transparent, fair, and accountable reward and disciplinary measures.
6. Establish clear and transparent procedures and disciplinary measures for fraud and corruption, explicitly outlined in the work regulations, and enforce them without discrimination.

## **3. Respect for intellectual property rights**

The partners must have a clear policy to promote and support respect for intellectual property rights and local knowledge, under key operations, without engaging in or supporting any actions that violate or infringe intellectual property laws or trade secrets. They should also encourage the creation of intellectual property, including local knowledge, at the community level and among business stakeholders.

## **4. Business competition**

Partners must establish a policy to treat business competitors in accordance with international standards, within the framework of competition laws. They must not infringe upon or fraudulently acquire trade secrets of competitors. The following practices should be observed: conducting business within the rules of fair competition, not seeking confidential information from competitors through dishonest or improper means, and not tarnishing the reputation of business competitors through false accusations.

## **Human Rights**

The Company's partners must be aware of the importance of respecting human rights, human dignity, freedom, and equality, as well as complying with relevant laws and international principles. This ensures that the partner's business operations are free from human rights violations in all business activities, both within the company and among all stakeholders throughout the value chain. Additionally,



partners and business associates should be encouraged to engage in business operations that respect human rights and adopt broad-based practices within their organizations.

1. Monitor, exercise caution, and take appropriate action to prevent and avoid any direct or indirect human rights violations against all relevant stakeholders. This includes establishing a framework for monitoring, auditing, and managing the situation effectively. In the event of an unforeseen incident, responsibility should be assessed promptly, and an appropriate and effective remedy process should be implemented in accordance with principles of justice and equality.
2. Identify human rights topics to be used in assessing risks, including the comprehensive and consistent evaluation of human rights impacts in business activities.
3. Support and promote existing practices or new practices that may emerge in the future, related to human rights for all stakeholders in every form, by ensuring participation, respect, and adherence to human rights principles.
4. Respect and comply with the law and human rights principles, treating individuals equally and with mutual respect, without discrimination based on race, ethnicity, religion, beliefs, gender, skin color, language, ethnicity, social status, or any other status. This applies to all stakeholders in every area where the partner conducts business.
5. Strictly comply with labor laws, including allowing employees to resign freely, setting working hours in accordance with the law, prohibiting the employment of child labor, providing appropriate compensation, and ensuring other employee rights that are no less than those mandated by law.
6. Give priority to and monitor the respect for human rights, not ignoring or overlooking any actions that violate human rights related to the organization. Such violations must be reported to supervisors or submitted through designated channels for complaints about actions that are inconsistent with human rights principles, without affecting the individual making the complaint.
7. Communicate disseminate, and provide education to all stakeholders, while supporting partners and business associates to ensure their involvement in business operations that respect and treat everyone equally in accordance with human rights principles.

## **Safety and Health**

The operations and decision-making of the partners must consider safety, health, and environmental protection with responsibility. Partners must ensure that their products and business activities comply with relevant regulations and standards related to safety, health, and the environment for employees, business partners, and visitors or individuals performing work within the partner's organization. This includes establishing appropriate policies for safety, occupational health, and the environment.

1. Recognize that workplace safety is the duty and responsibility of all employees. Supervisors at all levels must set a good example, lead, and support employees in raising awareness of working safely. They must also oversee that employees, business partners, and visitors or individuals performing work within the partner's organization comply strictly with the established safety and occupational health regulations. This is to ensure the highest level of safety in all work processes.
2. Develop a safety, health, and environmental management system that complies with laws, international standards, and other requirements. This system should be applied to foster a culture of workplace safety among employees, business partners, and visitors or individuals performing work within the partner's organization, ensuring its continuous and sustainable implementation.



3. Promote and support the participation of employees, business partners, and visitors or individuals performing work within the partner's organization in safety, health, and environmental operations.
4. Recognize the importance of preventing and assessing risks associated with hazards and environmental impacts. Every effort must be made to ensure that risk prevention and mitigation systems are implemented effectively.
5. Develop employees' knowledge and raise awareness at all levels regarding the importance of safety, health, and environmental management.
6. Provide appropriate support in terms of resources, including budget, time, personnel, and relevant resources, to implement the safety, health, and environmental management system. This also includes preparing measures for emergency situations, conducting training, and ensuring adequate reporting or alerts for all stakeholders involved.

### **Environment and Waste Management**

The Company's partners must be aware of their environmental responsibilities and must comply with relevant environmental laws, regulations, or requirements related to the products and services provided to the Company, in accordance with the following practices.

1. Use resources efficiently and responsibly, with a focus on energy conservation and reducing the use of raw materials, equipment, or processes that are harmful to the environment. Prioritize community and social activities, aiming for the development of society, communities, and the environment, while striving to preserve and conserve natural resources and supporting public benefit activities.
2. Foster a sense of social and environmental responsibility within the organization and among employees at all levels on an ongoing basis.
3. Cooperate and ensure strict adherence to the intentions of laws and regulations related to the environment.
4. There is an effective system and procedure in place for identifying, classifying, and controlling waste to ensure proper storage, recycling, reuse, treatment, or disposal without causing environmental harm that could impact society and communities before being released externally. Additionally, the partner must respond quickly and efficiently to incidents that impact the environment and communities as a result of their operations, fully cooperating with government officials and relevant authorities.

*(Mr. Chaiwat Kulphattaravanich)*

Chief Financial Officer

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