

(Unofficial English Translation)

Supplier Code of Business Conduct



VGI PUBLIC COMPANY LIMITED



Supplier Code of Business Conduct

Preamble

This Supplier Code of Business Conduct, The VGI Group's is committed to treating our partners with transparency, equality, and fairness, with due regard to Business ethics, human rights, environment, and safety for all levels of stakeholders. Because the partner is an important part of the business of VGI Group's and to be consistent with the main policy of conducting business in accordance with the principles of good governance until it is sustainable in the Business. And will benefit the business of all the partners, with the practice according to the following attachment.

Supplier Code of Business Conduct**Business Ethics****1. Products and services**

The supplier shall deliver high quality products and services, at a reasonable and fair price, as well as having to deliver on time in order to keep up with the needs of customers and continuously develop products and services with modern technology.

2. Compliance

The supplier shall comply with applicable laws, including regulations that apply to business operation and the necessary licenses at that location.

3. Anti-Corruption and Conflict of Interest

The supplier shall comply with applicable laws and regulations concerning anti-corruption, bribery, fraud, conflicts of interests, and any other prohibited business practice. The supplier shall not tolerate any forms of corruption, as well as avoiding involvement with any forms of corruption.

4. Anti-Competitiveness

The supplier shall conduct business ethically and shall promote fair competition regarding trading conditions pricing in a free market.

5. Gifts and giveaways

The supplier shall not offer, promise, or give any undue advantage or gift or reward which will affect the operational decision-making or causing unfair benefits in business decision.

6. Data Privacy and Intellectual Property

The supplier must have a process to prevent the leakage of confidential information and ensure that all employees' and business partners' privacy data and valid intellectual property rights are protected. The supplier shall also commit to The Company's internal management and procedure of handling privacy data to ensure privacy information are protected.

Supplier Code of Business Conduct

Occupational Health & Safety

1. Occupational health and Safety

The supplier shall provide a health policy occupational health and safety in order to promote a safe and hygienic work environment, including providing adequate personal protective equipment for employees.

2. Emergency Preparedness

The supplier will make available safety information on identified workplace risks and suppliers' employees will be correspondingly trained to ensure they are adequately protected. Suppliers will identify and assess likely and potential emergency situations in the workplace and minimize their impact by implementing emergency plans and response procedures.

Human Rights and Labor

1. Human Rights

The Supplier shall respect internationally proclaimed human rights and protect the human right of their employees and to treat them with dignity.

2. Labor and Child Labor

Suppliers shall not permit child labor to be used in any operation connected with business. No child is under the applicable laws and ensures that their work is not likely to be harmful to their health and not permit the use of forced or involuntary labor of any type.

3. Non-Discrimination and Harassment

- The supplier shall promote equality of opportunity or treatment in employment and occupation without discrimination on the grounds of race, religion origin, gender, sin color, age, physical ability, sexual orientation, political opinion, social status, education, or other status. Supplier shall be committed to ensuring zero discrimination and harassment (sexual and non-sexual harassment).
- Suppliers shall be committed to respect and provide fair working conditions (e.g., working hours, physical/mental demands of the workplace, wages, benefits) to their workers.
- Suppliers shall respect to ensure that employees have rights to participate in associations, peaceful gatherings, collective bargaining procedures in accordance with regulations (Freedom of associations and collective bargaining).

Supplier Code of Business Conduct**Environment****1. Pollution and Waste Management**

The supplier must have systems in place to ensure the safe handling, movement, storage, recycling, or any of these activities that have the potential to adversely impact human or environmental health will be appropriately managed, controlled and handled prior to release of any substance into the environment to ensure waste management and pollution prevention (hazardous and non-hazardous).

2. Environment Care

The supplier shall carry out business with care for the environment to protected impact on the environment and will comply with all applicable environmental laws and regulations and encourage the development of environmentally friendly technologies. The supplier shall take into account of the following environmental factors in their operations.

- a) Awareness of Greenhouse gas emissions and energy consumption within their operations and commitment to utilize efficiently.
- b) Consumption of resources efficiently throughout their operations (including materials and water)
- c) Ensuring to maintain the conditions of land promoting conservation, no impacts regarding biodiversity, and no operations leading to results deforestation of protected areas and natural habitats.



VGI PUBLIC COMPANY LIMITED

Supplier Code of Business Conduct

Information Channels

If you have any questions or concerns regarding a policy or fine an arrest of a law or policy or illegal activity, you may use one of the following methods to inform us.

Company Secretary: Tel: +66 (0) 2273 8884 Ext. 390 or 391

Fax: +66 (0) 2273 8883

E-mail: companysecretary@vgi.co.th

Internal audit: Tel: +66 (0) 2273 8611-15 Ext. 1117-1119

Fax: +66 (0) 2273 8616

E-mail: internalaudit@vgi.co.th

You may sent by post following company address.



VGI Public Company Limited.

9th Floor, TST Tower, 21 Viphavadi-Rangsit Road,

Chomphon, Chatuchak, Bangkok 10900

Tel. (662) 273 8884 Fax. (662) 273 8883 www.vgi.co.th



VGI PUBLIC COMPANY LIMITED

ACKNOWLEDGEMENT OF RECEIPT

Supplier Code of Business Conduct

I, certify that I have received a copy of the Company's Supplier Code of Business Conduct Policy, I understood the policies and procedures contained therein, and I agreed to follow those policies and procedures at all times.

Signed

.....

NAME:

TITLE:

DATE:

Attached: Supplier Self-Assessment Questionnaire Document.