

<b>Supplier Code Of Conduct</b>	<b>Reference number: SRMD 12 / 2020</b>
	<b>Review date : -</b>
	<b>Approval date : March 24, 2020 (Executive Board Meeting No.2/2020)</b>
	<b>Effective date : March 24, 2020</b>
	<b>Enforcement Date : -</b>

This policy provides a framework for all business operation under Berli Jucker Public Company Limited and BJC Group (hereinafter referred to as "BJC Group"). We are confident that our good sense of corporate responsibility will be forwarded to the suppliers, trade partners, service providers, contractors, as well as business alliances. (Hereinafter referred to as "Supplier"). BJC Group emphasizes on bringing supply chain management and development into practice for all its supply chains with good corporate governance and responsibility to society and environment.

In order to achieve sustainable business development objectives, BJC Group drives sustainable supply chain management through the supervision of our suppliers to reduce the business risks as well as establish a good relationship with the partners. BJC Group aims that all suppliers must understand and acknowledge this agreement. The Supplier Code of Conduct covers:

1. Business

1.1 Compliance with Laws and Regulations

Suppliers shall conduct business in compliance with all applicable laws and the regulations domestically and / or internationally, including obtain required permit in that place as well.

1.2 Business Ethics

Suppliers shall conduct business with honesty, transparency, and do not intentionally take any action that is dishonest or causing financial, business, and reputation damage of BJC Group.

1.3 Corruption and Bribery

BJC Group does not accept and / or support any form of bribery or corruption in any of its business activities. If any supplier is involved in paying or receiving a bribe, BJC Group may consider canceling the contract. BJC Group is not responsible for any damages to suppliers due to the termination of the contract, and suppliers may be prosecuted under the law.

1.4 Business Gift

Suppliers shall acknowledge that BJC Group's employees will not give or receive gifts or souvenirs which will affect their operational decisions or causing unfair benefits unless it is given for the purpose of maintaining good business.

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### 1.5 Fair Competition

Suppliers shall govern their business without anti-competitive practices, together with having a consensus with entering fair competition by not cooperating with third party which leads to unfair competition.

### 1.6 Procurement

Suppliers shall have systematic procurement of goods and services in accordance with fairness, transparency, ethics, including sustainable procurement policy for their own suppliers. In addition, the suppliers shall have criteria for selecting their own suppliers covers economic, social and environmental dimensions.

### 1.7 Production and Service Standard

Supplier shall provide high-quality, safe, environmentally friendly products; suppliers shall also develop technology to save more energy in the production process. Additionally, providing products and services must conduct with non-discrimination based on age, physical disability, ethnicity, gender, skin color, religion, and sexual orientation, country of origin, cultural background, or marital status.

### 1.8 Personal Data, Confidentiality and Trade secrets

Suppliers shall protect confidential information of BJC Group and have accurate data collection including do not disclose such information to unauthorized third parties. These information will be used for the business in this group company and disclosed information of economic, society and environment in accordance with law.

## 2. Environment

### 2.1 Environmental Management

Suppliers shall conduct their business in an environmentally responsible manner, follow relevant environmental laws, regulations, and standards. They must also utilize natural resources responsibly, and conduct appropriate management for waste, as well as chemical and hazardous substances.

### 2.2 Sustainable Use of Resources

Suppliers shall conduct their business with environmental impact concern by setting any practice for pollution prevention and reduce greenhouse gas emissions (GHG) that may occur from business processes. They must commit to mitigating climate change, preserve the balance of the ecosystem and optimize the consumption of resources.

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### 2.3 Management of Waste, Chemical and Hazardous Substance

Suppliers shall manage waste, chemical and hazardous substance with accurate and safe processes, including reducing the concentration of contaminants to the required level before discharge. Storage and destruction for those waste must be under processes that comply with laws and regulations and can clarify if they are released into the environment.

## 3. Society

### 3.1 Occupational Health and Safety

Suppliers shall provide their employees/workers with a safe, secure and hygienic working environment following the Occupational Health Act, relevant laws and regulations including providing adequate personal protective equipment (PPE) to employees/workers that is maintained according to relevant standards.

### 3.2 Human Rights

Suppliers are expected to focus on human rights and equality in employment, in accordance with International Labor Organization (ILO) standards, and treat their employees equally regardless of their physical or mental differences such as age, physical disability, ethnicity, gender, sexual orientation, skin color, religion, and sexual orientation, country of origin, cultural background, or marital status.

Suppliers shall maintain harmonized, safe and respectful working environment where diverse employees can work together happily along with appropriate risk management for human rights violations.

### 3.3 Child and Forced Labor

Suppliers shall not engage in any form of forced and child labor. They must ensure that women and pregnant women will not be assigned task to work in dangerous areas; pregnant women are not permitted to work more than 8 hours a day and perform any night work.

### 3.4 Working Hours and Compensation

Suppliers shall ensure that regular working hours should not exceed maximum working hours regulated by labor laws including wages, benefits, compensations, and remunerations, which are provided to their employees in accordance with labor law.

