

Supplier Code of Conduct

Sri Trang Agro-Industry Public Company Limited

Introduction

Sri Trang Agro-Industry Public Company Limited (“**the Company**”) and its subsidiaries determined to operate the business for sustainable growth in accordance with the principles of good corporate governance along with social and environmental responsibility. The Company realizes and places importance to the sustainable development of the supply chain, fair trade and business integrity which includes the implementation of human rights principles, occupational health, safety, attention to environmental impact.

Therefore, the Company has provided a Supplier Code of Conduct with the intention to promote business partners to operate business sustainably and in accordance with the Company's Code of Conduct and the Company's business practices. The Code of Conduct is a standard and practice guideline for business partners of the group and opportunity for the Company and business partners participate in social and environmental development to create sustainable growth together.

Guidelines for business partners are divided into 4 points as follows:

1. **Business Ethics**

Business Integrity and Compliance

Conduct business in an ethical manner with adherence to correctness, honesty, integrity transparency, ethics, cooperation in compliance with the law and regulations established at both national and local levels such as business ethics, labor, security, occupational health and safety and environment, etc.

Fairness

Conduct business responsibly to ensure fair treatment must base on compliance with rules and ethics and do not take any action that non-discriminatory fashion an unfair competitive advantage. This systematic and methodical procurement process follows airtight oversight regulations such as price, quality, and service features credibility.

Confidentiality

Personal data is collected and used properly. Do not disclose or use any confidential information of customers or related parties without consent including not being used for their own benefit.

Intellectual Property

Respect intellectual property rights of others and undertake not to allow violation of such rights, and promote measures to prevent intellectual property infringement.

Anti-Corruption

Shall not participate in any fraudulent act or corruption or embezzlement in all forms including bribery in all forms such as promising, offering, giving or accepting money or other incentives inappropriately whether with government agencies, the private sector, as well as to cooperate in showing their intention to support the membership of the Thailand's Private Sector Collective Action Coalition Against Corruption.



Delivery and Quality of Products and Services

To establish satisfaction and confidence for customers to receive good products and services which have quality at a reasonable price levels by raising the standard to a higher level continuously and seriously, deliver the goods within the agreed time, provide product and service warranty under timely conditions.

Risk Management

Monitoring of economic, social, environmental and other risk factors as well as impact assessment and set guidelines for managing that risk for both short-term and long-term business operations.

2. Human Rights and Labor

Protecting Child Labor

Do not employ child labor younger than the legally required minimum age.

No Discrimination

Respect human dignity, equality, and fairness and shall not discriminate against employees on the basis of gender, religion, race, nationality, the grounds of physical or mental differences, gender, age, sexual orientation, marital status social status pregnancy condition or physical disability in employment and work or any other matter.

Labor Protection

- Promote quality of life and work properly including encouraging workers to receive protection as required by law;
- Female employees shall not engage in work which may harm their health and safety and pregnant workers shall be protected and provided their legally-mandated benefits;
- Employment of foreign workers must be fully compliant with the regulatory requirements. Passports and worker identification documents must be kept by the document owner at all times. Employers or third parties cannot hold such documents of workers;
- Complaints handling procedures have been established for employees who may be adversely affected by the Company's business operations.

Prevention of Involuntary Labor

Do not use or exploit forced labor through the use of corporal punishment, threat, confinement at the workplace, coercion, harassment, human trafficking or any other means of violence.

Wages, Benefits and Working Hours

Compensation must be paid according to the rights and benefits that employees are entitled to properly and fairly.

Dismissal

To proceed in the order of the dismissal of employees under the labor law that must not unfairly terminate the employment contract or without being able to provide a clear reason for termination by law caused by the employee's performance.

The Rights of Freedom of Association and Collective Bargaining

The right of freedom of association and collective bargaining under the law and regulations of employees must be respected.



3. Occupational Health and Safety

Safe and Healthy Work Environment

- Implement safety systems for workers and involved persons by providing a safe and healthy work environment; reducing and controlling accident risks and health impacts associated with performance of duty.
- Provide regular occupational health and safety training. The training has to require retraining for new or promoted employees.

Personal Protective Equipment

- Provide workers sufficient and reliable personal protective equipment appropriate for risk exposure and ensure its proper use and care.

Emergency Preparedness

- Emergency preparedness requires assessment and arrangements that ready to emergency issue.

4. Protection of the Environment

- Promote compliance with all applicable environmental regulations and laws including commitments, both nationally and local and also support environmentally friendly operations.
- Promote the efficient use of natural resources. There is a conservation of natural resources including the selection of sustainable materials, procurement of sustainable energy sources taking into account the impact factors and ecosystem diversity.
- Promote the reduction of significant environmental impacts of operations and take appropriate measures such as 3Rs, to reduce the amount of use (Reduce), reuse/recycle, and create a replacement (Replenish), Circular Economy to prevent or reduce the impact on the community, natural resources and the overall environment.
- Promote the refrain from using toxic substances that have an impact on the environment and minimize the use of toxic substances in cases there is no alternative to use including the use of scarce natural resources to a minimum.
- Promote product life cycle assessments and encourage the use of life cycle analysis to reduce the environmental impact of a product or service throughout its lifecycle, as well as promote the development of innovations in products and services that are beneficial to the environment and society.
- Promote the prevention of global warming and participate in climate change mitigation.

The Company expects this information useful and advantageous. The Company would be really grateful for your full cooperation and appreciate your commitment and support to be a legal and ethical socially responsible corporation.

I have read, acknowledge and agree to follow "Supplier Code of Conduct" of Sri Trang Agro-Industry Public Company Limited.

Signed by authorize persons

Company Stamp
(If have)

Signature: _____

Name-Surname: _____

Company Name: _____

Date: _____

