

## Introduction

GFPT Public Company Limited and its subsidiary companies (here in after referred to as “GFPT Group”) are committed to sustainable business growth, in addition to being responsible for communities, societies, and the environment. To achieve this, the organization has placed emphasis on bringing supply chain management and development into practice for all its supply chains. This Supplier Code of Conduct is prepared to serve as a business practice, which is in accordance with regulations of GFPT Group laws and code of conduct as well as international standards. GFPT Group emphasizes and encourages GFPT Group's suppliers to comply with. GFPT Group is confident that the implementation of the following guidelines will be of mutual benefit to both suppliers and GFPT Group, resulting in the continuous and sustainable growth of GFPT Group and its suppliers together.

In addition to the regulations of the relevant laws and code of conduct of the GFPT Group, it is based on internationally recognized standards such as the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGP), the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO), and Social Accountability International (SAI) etc.

## Scope

According to the Supplier Code of Conduct, GFPT Group intends to be bound by GFPT Group and its suppliers in the case of the procurement of all GFPT Group. This includes other business units of suppliers associated with GFPT Group, such as parent companies, subsidiaries, subsidiaries and/or subcontractors of suppliers involved in trading with GFPT Group.

## Definition

GFPT Group refers to GFPT Public Company Limited and its subsidiary companies.

The Company refers to GFPT Public Company Limited.

Subsidiary companies refer to a limited company or public limited company which is governed by the Company in accordance with the Notification of the Securities and Exchange Commission.

Suppliers refer to sellers of goods, contractors and/or provide services, including contractors, workers and services, both juristic persons and individuals, to GFPT Group.

## Supplier Code of Conduct

GFPT Group is committed to conducting business with integrity and respect for others. We expect to see the highest standards of operation of all those we do business with. Becoming a supplier of GFPT Group confirms that you express your shared intentions and adhere to our basic principles. We have required all suppliers who do business with GFPT Group to confirm that all operations of the suppliers comply with the following principles:

### 1. Human Rights

GFPT Group expects its suppliers to conduct their business by adhering to respect for human rights in accordance with international principles, as it is an important principle and a fundamental right for individuals to be protected and endorsed. However, GFPT Group suppliers must adhere to common practices.

#### 1.1 Non-Discrimination

Supplier shall take into account human dignity, equality, and fairness without discriminating against employees because of physical, mental, racial, nationality, religion, gender, age, education or any other matter.

#### 1.2 Labor Protection

Supplier shall not hire child workers who are under the legal age (child labor means persons under the age of 15 or under applicable laws in that country). In the case that a supplier hires child labor that is older than the legal threshold, the company will not be required to do so. Workers must be protected in all respects as required by law, including developing and promoting quality of life and working appropriately. If foreign workers are employed, suppliers must comply with the law in full.

#### 1.3 Forced Labor and Abuse of Labor

Supplier shall not use labor in a slave labor manner, including physical punishment, intimidation, detention, harassment, human trafficking, exploitation of labor or violence, whether in various forms in the workplace, no passports or work permits of employees, and no guarantees of employment.

#### 1.4 Wages and Benefits

Suppliers are required to carry out wage payments, overtime pay, holiday work, and benefits that employee should receive correctly, fairly and not lower than the rate required by law, paying wages, overtime pay or any other benefits employees must receive on schedule.

### 1.5 Working Periods and Holidays

Supplier shall comply with the law on normal working hours and overtime, or work on holidays must be voluntary by the employee. Suppliers are also required to provide employees with at least one day off during every seven-day work period.

### 1.6 Freedom of Association and Collective Bargaining

Supplier shall accept and respect the right of employees to participate in associations and negotiate as required by law.

### 1.7 Complaints System

Supplier shall have a complaints system that does not require the name of the complainant or reporter and responds appropriately by keeping the complainant's information confidential.

## 2. Occupational Health and Safety

Supplier shall pay attention and comply with laws, regulations, policies, and guidelines for safety, occupational health, and the environment strictly, and must jointly monitor, in case of insecurity of life, hygiene, and the environment in order to lead to appropriate corrective action.

### 2.1 Safety and Working Environment

Supplier shall provide safety actions of employees and stakeholders by providing a hygienic and safe working environment to prevent accidents and injuries that may occur as a result of the operations of suppliers, as well as guidelines for controlling emergencies to minimize losses.

### 2.2 Personal Protective Equipment

Supplier shall provide personal protective equipment to employees who are sufficiently compliant with risk, ready to use and controlled for use.

### 2.3 Environmental Protection

Supplier shall comply with national and local environmental regulations and laws, as well as pay attention to environmental protection, maximize the use of natural resources and have minimal impact on communities and the environment, and monitor, control pollution caused by relevant operating processes before releasing them to the outside environment.

## 3. Business Ethics

Sustainable business growth must be based on good ethics. GFPT Group encourages suppliers, who are key stakeholders, to adhere to ethical business practices to contribute to sustainable growth together.

### 3.1 Business Integrity

Supplier shall conduct business on the basis of accuracy, integrity, ethics, transparency, and strict compliance with laws and regulations relating to business operations. Do not do anything that is fraudulent, bribery by offering or promising money, property, things, benefits, or any actions that incentivize or may bring advantage both to themselves and to those who are indistinguishable interests.

### 3.2 Fairness

Supplier shall conduct business with stakeholders in mind and treat all stakeholders with integrity.

### 3.3 Disclosure and Confidentiality

Supplier shall disclose their information accurately, completely as required by law and in accordance with the inter-agreement, and shall not disclose, disseminate any information of the GFPT Group and all stakeholders without their consent. Even if the relationship with GFPT Group has been terminated unless it is required by law only.

### 3.4 Intellectual Property Rights

Supplier shall respect the intellectual property rights of others and be careful not to infringe such rights.

### 3.5 Safety and Quality of Products

Supplier shall deliver products and services that meet quality and safety standards in accordance with the requirements of GFPT Group.

### 3.6 Responsible Sourcing

Supplier shall check on the selection of suppliers or services to ensure responsible sourcing throughout the supply chain, especially supplier shall not supply raw materials or components from organizations or individuals involved in illegal acts, human rights violations, and violations of rights of local communities. This includes the procurement of raw materials from the process of invading forest areas into the production process.

### 3.7 Traceability

Supplier shall provide proof of origin of products or services and international quality assurance of the production process to GFPT Group if requested.

### 3.8 Audit and Assessment

GFPT Group has the right to evaluate its suppliers at least once a year. Auditing suppliers can include employee interviews, document checks, and supplier records. If a non-compliance is found, the supplier will want to take immediate corrective action to comply with the basic principles of this Supplier Code of Conduct

## Enforcement

The above code of conduct is in addition to the contract documents and other agreements that suppliers have with the GFPT Group. Where any statements in the Supplier Code of Conduct conflict with those statements in the contract documents or agreements, be interpreted in accordance with the texts in those contract documents or agreements.

This Supplier Code of Conduct is supported and implemented by GFPT Group executives as shown below.

Announced on June 30, 2021



(Dr. Anan Sirimongkolkasem)  
Chairman of Executive Committee

## For Suppliers

### Acknowledgement and Signature

I confirm that I have been well informed and understood the code of conduct for the above suppliers of GFPT Group and are willing to follow these guidelines on all issues where my company's business operations are relevant and will take corrective action as requested by GFPT Group if actions are contrary to the Supplier Code of Conduct. However, GFPT Group reserves the right to change the code of conduct for suppliers at any time and will provide a changed copy to all suppliers to sign.

Supplier's name: .....

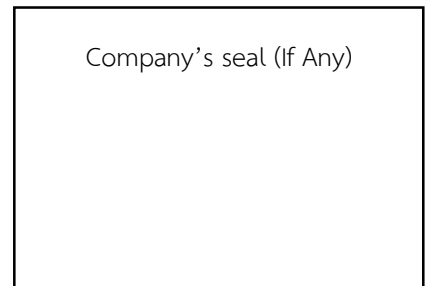
Address: .....

Full Name of Authorized Person: .....

Title: .....

Signature: .....

Date: .....



### Note:

This form must be signed by an authorized representative of the supplier and please return it to the purchasing authority of the GFPT Group where you are conducting transactions.