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## SAPPE's Announcement No. HR-027-2022

### Supplier Code of Conduct

#### Objective

The Company recognizes the importance of ethical conduct in business and professional practices. As such, it has compiled and established a Code of Conduct for Suppliers, along with related ethical guidelines, grounded in principles of transparency, integrity, and legal compliance. These principles are integrated with a strong commitment to promoting and supporting social and environmental responsibility, in accordance with the principles of sustainable development. This approach aims to achieve balanced and sustainable growth among society, the environment, and business.

The Company is determined to promote these principles among its Suppliers and is committed to developing their potential. As key stakeholders in the Company's operations, Suppliers are expected to grow alongside the Company with honesty, integrity, transparency, fairness, and accountability—values that the Company itself upholds. The goal is for both the Company and its Suppliers to grow together and extend the impact of this development to the wider community.

This Supplier Code of Conduct has been developed and published to outline the standards of conduct expected from all suppliers who wish to engage in business with the Company, based on the following principles:

#### Code of Conduct Guidelines for Suppliers

##### 1. Business Ethics

- Integrity, Honesty, and Fairness: Conduct business based on correctness, transparency, and in compliance with applicable laws and regulations, while upholding the principles of ethical business practices and fair competition.
- Conflict of Interest – Suppliers must not engage in any improper relationships with the company's directors, executives, or employees to seek unfair advantages.
- Anti-Corruption and Bribery – Suppliers must actively cooperate with Sappe in combating all forms of corruption and bribery.
- Intellectual Property Rights – Business operations must comply with laws and regulations related to intellectual property rights, ensuring respect for proprietary assets.
- Confidentiality – Suppliers must protect and safeguard confidential information related to Sappe and its stakeholders, ensuring data privacy and security.



## 2. Human Rights and Labor Standards

- Equal Treatment of Workers – Suppliers must treat their employees fairly and equally, without discrimination based on race, religion, gender, age, skin color, nationality, marital status, political opinions, physical condition, or social status.
- Labor Protection – Suppliers must comply with all legal labor regulations, prohibiting the employment of underage workers and ensuring that all employees are legally hired and treated in accordance with labor laws.
- Fair Wages and Benefits – Suppliers must pay employees legally required wages and benefits in a fair and timely manner, ensuring compliance with labor laws and ethical compensation practices.

## 3. Occupational Health and Safety

- Ensure that the workplace is safe, promotes good occupational health, and supports efficient work performance in compliance with laws, regulations, and safety standards. Implement strict safety procedures to prevent workplace accidents and emergencies, ensuring that incidents are managed correctly and promptly.

## 4. Environmental Management and Sustainable Business Development

Perform work in compliance with environmental laws and regulations, or laws related to health and safety, considering the impact on the community, society, and the environment. There must be measures to prevent and reduce environmental impacts from production and transportation processes, both before and after operations. Additionally, consideration should be given to the efficient use of energy and resources to maximize their benefits.

This Supplier Code of Conduct and the accompanying ethical guidelines shall serve as a common standard for all suppliers of Sappe Public Company Limited and all relevant parties to follow and uphold.

Announced on August 10, 2022

(Mr. Natee Onin)

Chairman of the Board Sappe Public Company Limited