



Suppliers’ Code of Conduct

Objectives

The Loxley Group of Companies prioritizes the building and retention of confidence and trust in all stakeholders in every sector, either business, social, or environmental sector by supervision in accordance with corporate governance principles together with an emphasis on promoting the social and environmental quality under the sustainable development guideline with belief and determination of implementations subject to the Company’s vision to be “inspired choice for customers, business partners, and investors”

To combine all suppliers’ involvement in conducting their business under social and environmental responsibility and ethical standards, Loxley Public Company Limited and its subsidiaries provide the Suppliers’ Code of Conduct and Good Practice Guideline to ensure that its suppliers shall adopt it to conduct their business with responsibility for mutual sustainable growth throughout our business chain.

The Good Practice Guideline is provided for all suppliers of the Company, who shall study and apply it for our joint operation. The Company encourages all suppliers to adopt it for their organization management as appropriate to ensure that the business procedure standards between the Group of Companies and all suppliers shall be based on similar principles. This deems a pace of collaboration to the business development along with the building of sustainable society and environment.

Suppliers’ Code of Conduct

1. Business ethic

1.1 Compliance with Applicable Laws and Requirements

To conduct business based on integrity and strict compliance with applicable laws, and rules and regulations relating to the business operation of the country where Supplier operates.

1.2 Fair Treatment

To conduct business with responsibility to ensure that all stakeholders obtain fair treatment.

1.3 Information Disclosure

To disclose information as required by law accurately and completely, and to be ready for auditing by any authorized companies or agencies.

1.4 Confidentiality

To keep Suppliers’ confidential information safe; not to disclose, disseminate, or use any information of Supplier and related persons without the prior consent; not to exploit Supplier’s confidential information for the Company itself or any other persons; and to protect and keep the personal information and business information secure in compliance with personal data protection law.

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1.5 Respect to Intellectual Property

To respect the intellectual property of other persons, which also includes trade mark and patent; to study the standards relating to the protection and prevention for intellectual property infringement which include local and international standards; and to be prudent not to infringe such copyright.

1.6 Anti-corruption

Supplier shall comply with laws, policies, and rules and regulations relating to anti-corruption, bribery, fraud, and other misconducts with prohibited characteristics for business operation. Supplier must not request for, receive or offer, or accept to give gifts, assets, or any other benefits to related persons or a group of persons.

1.7 Support for Fair Competition

Supplier shall comply with all laws or regulations relating to trade competition. Supplier shall also conduct business based on fair competition and trade practice, treat trade competitors with a fair competition framework, and not fraudulently or inappropriately seek confidential information from or about its competitors.

1.8 Conflicts of Interest

Supplier shall not have any interest in any business operation which may cause conflicts of interest with the Company. If Supplier or its personnel have any interest possibly causing a conflict of interest; this must be disclosed to the Company.

2. Labor and Human Rights

2.1 Compliance with Labor Laws and Human Rights Practices

Supplier shall strictly comply with labor laws and human rights practices of the country where Supplier operates; for example, an establishment of the labor union or a group formation by the Company’s employees with an aim at mutual benefits in labor, rights of local communities, rights of minorities, child rights, rights of persons with disabilities.

2.2 Fair Treatment to Labors

Supplier shall consider human dignity, equality, parity, and fairness in all dimensions, e.g., sex and gender, disability, etc. with no discrimination against the employees.

2.3 Labor Protection

Supplier shall conduct business with no exploitation of forced labor in any forms, either physical punishment, threat, imprisonment, human trafficking, as well as harassment and any violence, child labor protection. Supplier shall not employ children below the legal minimum age as required by

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law, or illegal labors. In case of any alien worker, the employment shall comply with all related laws completely.

2.4 Compensation and Benefits

Supplier shall pay wages and other compensation to all employees and labors appropriately and fairly to the work manner and duration. Breaking period, holiday, and leave shall be fixed with benefits to be received on time as required by law.

3. Occupational Health and Safety

3.1 Safety and Healthy Working Environment

Supplier shall fully comply with all laws, regulations, requirements, and standards relating to occupational health and safety. Supplier shall manage safety to all employees and other related persons by providing safe and healthy work environment to reduce and control the potential work-related injury, illness, and accident.

3.2 Equipment to Prevent Personal Danger

Supplier shall provide employees with sufficient, appropriate, and ready to use personal protective equipment in accordance with its risks.

4. Community, Social, and Environmental Responsibility

Supplier is required to comply with laws, rules, regulations, and standards on environment in its goods and service production process; and Supplier shall be encouraged to conduct business by being aware of negative community, social, and environmental impacts. Supplier shall also be promoted to utilize products and services or to have business procedure eco-friendly to the community and environment such as use of alternative energy, pollution management, reduction of environmental impact, local employment, and operation relating to circular economy, etc.

Management of the Suppliers' Code of Conduct

Suppliers shall proceed as described below.

1. To learn, sign to acknowledge, and comply with this Suppliers' Code of Conduct. Supplier shall also communicate about this Code of Conduct to all related officers, labors, and employees for their acknowledgement and implementations.
2. To provide the management system corresponding to this Code of Conduct.
3. To give consent to the Company in monitoring Supplier's operation and improvement in accordance with the Company's instruction. Upon Supplier's failure of improvement pursuant to the Company's instruction within a determined period, the Company may perform further actions by its appropriate measures.

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Complaints and Whistleblowing

1. Supplier shall provide channels for stakeholders to file complaints and whistleblowing reports under a transparent and easy to understand process and measures to protect complainants and whistleblowers.
2. Supplier can file complaints or report any evidence regarding non-compliance with the Code of Conduct by following the guidelines specified in the Company's Whistleblowing Policy and Guidelines.
3. Supplier shall report to the Company regarding any circumstances possibly resulting from non-compliance with this Suppliers' Code of Conduct.

This Suppliers' Code of Conduct shall be effective on 10 October 2024 onward.

Notified on 10 October 2024

Mr. Dhongchai Lamsam
Chairman of the Board

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Acknowledgement and Confirmation for Compliance Form

By signing this document, I hereby confirm that I have read and acknowledge the Code before signing, and agree to comply with all the requirements of the Code with my best endeavors. I shall inform all related officers, labors, and employees to acknowledge and implement this Code as well. I agree to permit the Company to audit and assess my operation to align with the intent of this Code.

Officially signed with the seal of juristic person (if any) affixed by the Supplier.

Name of Company/Juristic Person/Name-Surname of the Supplier:

Address:.....

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Telephone: E-mail:

Signature(s) with the company seal (if any) affixed.

.....
(.....)

Authorized Person

Title:

Date://

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