



Supplier Code of Conduct

Siamese Asset Public Company Limited and its subsidiaries ("the Company") uphold the principles of conducting business with transparency, integrity, and legality, in accordance with good governance. This is coupled with a commitment to promoting social empowerment and environmental stewardship, following sustainable development guidelines. To ensure the successful realization of this commitment, the Company emphasizes the collaboration of its business partners in conducting business based on corporate social responsibility, environmental responsibility, and good governance (Environment, Social, Governance: ESG). These factors are crucial for the sustainable development of the supply chain, enabling both the Company and its business partners to grow together and extend the benefits of development to society in a sustainable manner.

The Company has established and disseminated this Supplier Code of Conduct with the aim of guiding all of the Company's business partners in adopting practices that prioritize ethical business conduct in compliance with the law, rules, regulations, the Company's Code of Conduct, and international standards. Furthermore, this Code emphasizes adherence to human rights principles and a commitment to ensuring safety, occupational health management, and environmental and social stewardship. This Supplier Code of Conduct shall apply to all business partners and all employees, temporary staff, agents, subcontractors, and individuals or legal entities engaged with the Company.

Statement of Intent Regarding Sustainable Supply Chain Management

The Company anticipates that the principles outlined in this Supplier Code of Conduct will drive enhanced operational efficiency between the Company and all its business partners, fostering a working relationship that builds trust and long-term value for all stakeholders. Furthermore, the Company is committed to collaborating with and supporting its business partners through oversight, the provision of information and appropriate guidelines, and performance monitoring. This commitment aims to enable business partners to develop their operations in alignment with the standards established by the Company.

Practices

1. Business Ethics

In conducting business, prioritize ethical principles, honesty, integrity, and fairness towards all stakeholders. Comply with all applicable laws, rules, and government regulations. Do not engage in any form of corruption.



1.1 Conducting Business with Integrity

- Business partners must conduct their business with adherence to correctness, integrity, honesty, transparency, and compliance with all relevant laws.
- Business partners must accurately and completely disclose information as required by law and be prepared to be audited by both the Company and authorized agencies.

1.2 Supporting Fair Competition

- Business partners must treat their trade competitors within the framework of fair competition rules.
- Business partners must not seek confidential information from competitors through dishonest or inappropriate means.
- Business partners must not set prices or create unfair competitive advantages.

1.3 Anti-Corruption

- Business partners must not be involved in bribery, whether monetary or non-monetary, for the benefit of the business partner, individuals, or related parties.
- Business partners must not solicit, offer, give, or receive, or promise to give or receive, gifts, assets, or any other benefits to individuals or related parties.

1.4 Conflicts of Interest

- Business partners must not improperly seek benefits from any relationship with the Company's directors, executives, or employees.
- Business partners must not improperly seek benefits or provide undue advantages to close associates from their position, duties, and opportunities arising from their work with the Company.

1.5 Personal Data Security

- Business partners must maintain the confidentiality of customer information and must not use customer information for their own benefit or the benefit of any other person.

1.6 Respect for Intellectual Property

- Business partners must operate in accordance with laws and treaties concerning intellectual property, patents, and trademarks, and must not disclose or infringe upon the intellectual property of others without authorization.



1.7 Inside Information

- Prior to commencing any exchange of inside information, a written agreement regarding the confidentiality of such information must be established, stipulating that the business partner will protect and maintain the confidentiality of inter-organizational inside information even after the business relationship with the Company has ended.

2. Labor and Human Rights

2.1 Compliance with Labor Laws and Human Rights Principles

- Business partners must conduct business without the use of forced labor in any form (Forced Labor and Abused Labor), including physical harm, coercion, confinement, human trafficking, as well as any form of abuse and violence.
- Business partners must conduct business without the use of child labor (Child Labor) below the legally stipulated age.
- Absolutely no children under the age of 18 shall be employed to work in any establishment hazardous to children or on any construction site ('construction site' or 'construction area') of the Company.
- The Company reserves the right to immediately terminate its engagement with a business partner if it is found and the facts are proven that the business partner employs child labor.

2.2 Equal Treatment of Labor

- Business partners must promote awareness of human rights, free from discrimination (Equality and Fair Treatment) based on differences in ethnicity, nationality, gender, gender identity, age, skin color, religion, origin, marital status, physical condition, expression of differing opinions, or social status.

2.3 Working Conditions

- Business partners must not force employees to work beyond legally stipulated working hours.
- Business partners must ensure that employees receive their legally entitled leave days.
- Business partners must pay fair wages and benefits that employees are entitled to in accordance with the law, especially minimum wage and overtime pay.
- Business partners must not terminate employment contracts without just cause; in the event of termination, the procedures stipulated by law must be followed.



2.5 Use of Force in Security

- Business partners must promote human rights awareness among security personnel in cases where force is necessary for security maintenance.

2.6 Freedom of Association

- Business partners must respect employees' rights and freedoms to join or form labor unions.

2.7 Employment of Migrant Workers

- Business partners must strictly comply with the labor laws and immigration laws of each country in which they operate.

3. Occupational Health and Safety

3.1 Business partners must maintain a workplace environment with good safety, occupational health, and hygiene standards for employees. They must establish measures, rules, and regulations for safe work procedures to prevent or reduce the risk of accidents and health impacts that may arise from work operations.

3.2 Business partners must establish effective measures or contingency plans for accidents and emergency situations.

3.3 Business partners must provide training to educate their employees on safety practices and compliance with emergency response measures or plans in the event of accidents or unusual incidents.

3.4 Business partners must operate in accordance with good occupational health and safety standards throughout the work process, and must not neglect or disregard any actions or deficiencies in the workplace that may cause insecurity for employees. They must implement monitoring, follow-up, recording, and reporting procedures to ensure hygienic and safe work practices with minimal impact on society.

3.5 If there are occupational health and safety risks that may affect the business operations of the business partner and the Company, the business partner must report to the Company on the prevention and mitigation approaches and be prepared to promptly implement prevention, mitigation, and remediation measures for any potential social impacts.

4. Environmental Management

4.1 Business partners must strictly comply with environmental laws.



4.2 Business partners must have measures in place to prevent and reduce environmental impacts resulting from production processes, storage, transportation, and disposal, covering the entire life cycle of goods and services.

4.3 Business partners must avoid the use of hazardous or legally restricted raw materials and chemicals. However, if the production process necessitates the use of hazardous raw materials and chemicals, business partners must have prevention and mitigation measures in accordance with Clause 4.2.

4.4 Business partners must communicate to promote environmental responsibility awareness among employees and subcontractors.

4.5 Business partners must have a system for monitoring environmental risks and reporting related information transparently and ethically.

5. Community and Society

5.1 Community Engagement

- Business partners must respect the rights and opinions of people in the communities where the Company operates.
- Business partners must establish regular communication to build relationships with the community.
- Business partners must encourage their employees to participate in activities for community development.

5.2 Business partners must support activities that benefit the public, including those that promote the well-being of the community.

6. Business Continuity

6.1 Business partners must assess business risks, particularly those related to employees, production activities, and any risks affecting the ability to produce and deliver goods and services, to develop understanding and establish appropriate contingency measures for various situations.

6.2 Business partners must inform the Company in the event of an emergency situation that affects the continuity of the Company's business operations.

7. Supply Chain Collaboration

7.1 Business partners must encourage their own business partners or subcontractors to comply with the principles set forth in this Supplier Code of Conduct, as a shared standard for conducting business together.



Review of the Supplier Code of Conduct

The Company will review the Supplier Code of Conduct annually or as deemed appropriate. If any inconsistencies are found with the Company's relevant requirements, laws, rules, regulations, and bylaws, the proposed changes will be submitted to the Company's Board of Directors for consideration and approval.

Whistleblowing and Grievance Channels

Business partners or various stakeholder groups of the Company who wish to inquire about information, report potential violations of the Code of Conduct, inappropriate or illegal behavior can submit their complaints along with detailed evidence through the following contact channels:

- Email: cg@siameseasset.co.th
- By Mail:

Audit Committee Siamese Asset Public Company Limited 1077/48 Phaholyothin Road Phaya Thai Subdistrict, Phaya Thai District Bangkok 10400

The Supplier Code of Conduct was approved by the Board of Directors of Siamese Asset Public Company Limited at meeting No. 6/2023, held on August 8, 2023.

Dr. Vorapol Sokatiyanurak

Chairman

Siamese Asset Public Company Limited



SIAMESE ASSET
ASSET OF LIFE

Acknowledgement of Receipt Supplier Code of Conduct

Company Name:

Address:

Signature: _____

Full Name: _____

Position: _____

Date: _____

(Company Seal, if applicable)