ESG SUPPLIER HANDBOOK

Siam Global House Public Company Limited
(For Merchandise Department and Supplier)

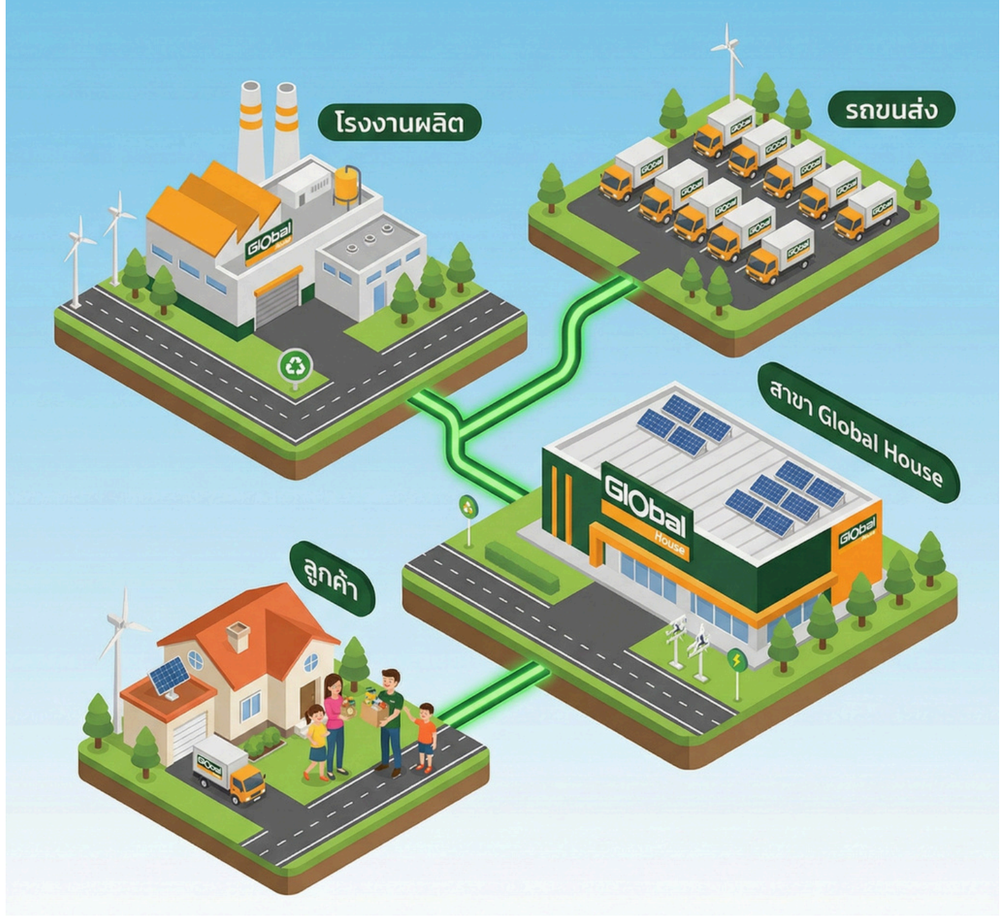


Sustainable • Transparent • Responsible

OBJECTIVES

The ESG Supplier Handbook serves as a guideline for the Merchandise Department of Siam Global House Public Company Limited to communicate expectations and oversee the ESG practices of suppliers and business partners across the supply chain, supporting sustainable, transparent, and social and environmental responsible business growth.





Scope of Application

- Applicable to all suppliers and business partners of the Company, including suppliers, vendors, Contractors, and Service providers.
- Covers the entire business relationship lifecycle, from supplier selection and onboarding, contract execution, performance monitoring, to supplier development.



Principles and Reference Standards

- UN Global Compact (10 Principles)
- UN SDGs (17 Sustainable Development Goals)
- GRI Standards (Supply Chain)
- ISO 14001, ISO 45001
- Applicable laws, regulations, rules, and notifications related to labor, environmental protection, and business operations in Thailand



SUPPLIER CODE OF CONDUCT

Suppliers and business partners are required to comply with the Supplier Code of Conduct of

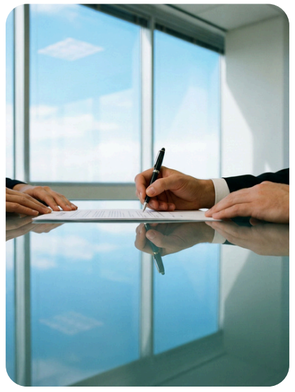
Siam Global House Public Company Limited

Which establishes minimum standards of Business Ethics, Labor Practices and Human Rights, Occupational Health and Safety, Environmental Responsibility and Climate Chang Adaptation.

The key principles are summarized as follows













Business Ethics and Corporate Governance



Conduct business with integrity, transparency, and accountability.

Strictly comply with all applicable laws, rules, and regulations.

Prohibit all forms of corruption, bribery, facilitation payments, and improper benefits.

Avoid and appropriately manage conflicts of interest.

Respect and protect information, business confidentiality, and personal data in accordance with applicable laws



Labor Practices and Human Rights



Prohibit child labor, forced labor, illegal labor, and human trafficking in any form.

Treat employees fairly, without discrimination, harassment, or abuse.

Respect human rights, freedom of association, and the right to collective bargaining in good faith.

Pay wages, provide benefits, and manage working hours in compliance with applicable labor laws.



Occupational Health and Safety

- Provide a safe, hygienic, and suitable working environment.
- Implement measures to prevent workplace accidents, injuries, and occupational diseases.
- Provide appropriate personal protective equipment (PPE) and necessary training.
- Establish emergency preparedness and incident response plans.

Environment and Climate Change





Comply with all applicable environmental laws and regulations.



Use natural resources, energy, and water efficiently.



Properly manage waste, wastewater, pollution, and hazardous chemicals.



Support and cooperate in initiatives to reduce environmental impacts and greenhouse gas emissions, as appropriate.

Whistleblowing Channel

Provide channels for employees and stakeholders to raise concerns or report misconduct.



Cooperate with the Company's whistleblowing mechanisms and ensure protection for whistleblowers acting in good faith.



ESG Supplier Management Process



Step 1: Onboarding
Supplier Assessment

Step 2: Contract
Agreement Signing

Step 3: Monitor
Performance Tracking

Step 4: Develop
Growth & Recognition

Monitoring and Performance Assessment

The Company may conduct on-site ESG audits.

Suppliers must cooperate and provide information.

A whistleblowing channel is available.





Measures for Non-Compliance

Provide warnings and a corrective period.

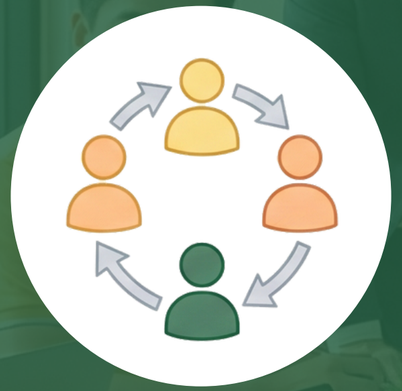
Issue warnings and provide suppliers with a corrective action period of up to three years to achieve the minimum ESG requirements. Suppliers are excluded from contracting if they cannot achieve the minimum ESG requirements within the specified timeframe.

Temporarily suspend orders.

Temporarily suspend orders if suppliers fail to demonstrate sufficient improvement within the specified period.

Terminate supplier status in serious cases.

Termination of Supplier Status in Cases of Serious Non-Compliance.



Roles and Responsibilities of the Merchandise Department

Communicate this ESG Supplier Handbook to all suppliers.

Integrate ESG considerations into procurement processes and decision-making.

Monitor, track, and report supplier ESG performance.

Review and Improvement



Review and update this ESG Supplier Handbook at least once a year, or whenever there are changes to applicable laws, regulations, rules, or relevant standards.

ESG SUPPLIER HANDBOOK

Siam Global House Public Company Limited for Merchandise Department and Supplier

The ESG Supplier Handbook forms an integral part of the requirements for doing business with Siam Global House Public Company Limited.
Suppliers may review the full version of the Supplier Code of Conduct by

CLICK

Driving Sustainable, Transparent, and Responsible Growth with Siam Global House

