Supplier Code of Conduct

Siam Global House Public Company Limited and its subsidiaries (the "Company") are committed to conducting their business operations fairly and ethically, in line with laws and corporate governance principles, and with integrity and responsibility for the economy, society, and environment.

The Company encourages its suppliers to operate their business with principles of transparency, human rights, fair labor practices, and occupational health, safety, and environmental responsibility. The Supplier Code of Conduct has been established to ensure that suppliers comply with these standards. The Supplier Code of Conduct covers business ethics, labor and human rights, occupational health and safety, environmental responsibility, legal compliance, and whistleblowing and complaint channels.

1. Business Ethics

1.1 Business Integrity

Suppliers are expected to conduct their operations with integrity, honesty, ethics, and transparency, and strictly comply with all applicable laws and regulations which governs business conduct in each locality or country. They shall refrain from any form of corruption, bribery, or fraudulent practices, whether directly or indirectly. This covers a wide range of actions, including offering, promising, providing, committing to provide, requesting, or accepting money, assets, or other benefits, whether directly or indirectly, to public officials, government agencies, private organizations, or persons in positions of authority, to induce such persons to perform or refrain from performing their duties, according to the Company's Anti-Corruption Policy.

1.2 Fairness

Suppliers are expected to operate their businesses responsibly, guaranteeing equitable treatment for all stakeholders, and also comply with antitrust and fair competition laws, refraining from actions that create an unfair advantage to gain unwarranted benefits for themselves or others.

1.3 Reporting and Disclosure

Suppliers are expected to disclose their information based on principles of fairness, transparency, and accountability, ensuring that all disclosed information is accurate, clear, up-to-date, legally compliant, and accessible in an equitable manner.

1.4 Confidentiality and Personal Data Protection

Suppliers are prohibited from disclosing or using confidential information of customers and business-related parties without consent. Any activities involving customer and business-related data, including collection, use, and disclosure, must fully protect the data owner's rights and comply with relevant laws.

1.5 Intellectual Property Rights

Suppliers must respect the intellectual property rights of others and take precautions to avoid any infringement.

1.6 Prevention and Reporting of Conflicts of Interest

All suppliers must not engage in any activities that seek personal benefit or provide preferential treatment to related persons where such activities create, or may create, a conflict of interest with the Company or involve any direct or indirect interest with the Company or its personnel. Furthermore, suppliers must also promptly notify the Company of any actual, potential, or perceived conflict of interest, including any personal relationship between a Supplier's employee and a Company employee, particularly where either individual has decision-making authority or responsibilities involving the same business activities.

2. Labor Practices and Human Rights

2.1 Non-Discrimination

Suppliers must ensure equality and fairness, without discriminating against employees based on their physical or mental differences, disabilities, race, ethnicity, nationality, religion, gender, sex, sexual orientation, age, education, or any other factor.

2.2 Labor Protection

- Suppliers must not employ child labor below the legal age. If suppliers employ a minor above the legal age, they must ensure the minor receives full legal protections, including appropriate development and promotion of their quality of life and working conditions.
- Suppliers must not assign female employees to work that may harm their health and safety. Pregnant employees must receive all legally mandated protections and benefits.
- Suppliers who wish to employ foreign workers must fully comply with all relevant laws.

2.3 No Forced Labor

Suppliers must not use or benefit from forced labor in any condition of a slave. This includes, but is not limited to, physical punishment, threats, detention, harassment, abuse, human trafficking, or any form of violence.

2.4 Wages and Benefits

The Company expects suppliers to pay employees' wages, overtime compensation, holiday pay, and all other benefits to which employees are entitled accurately and fairly, in accordance with legally mandated rates, and to ensure that wages and benefits are paid within the agreed payment periods. Suppliers are also encouraged to consider promoting the payment of a Living Wage or wages that exceed the local minimum wage prescribed by law.

2.5 Working Hours

Suppliers must not require employees to work longer than the legally stipulated hours, including overtime work, holiday work, and overtime work on holidays. Suppliers should focus on reducing excessive working hours. Any overtime or holiday work must be voluntary for employees. Suppliers must also provide employees with days off and leave at least in accordance with legal requirements.

2.6 Freedom of Association and Collective Bargaining

Suppliers must respect 100% of employees' rights to freedom of association and collective bargaining as stipulated by law.

2.7 Addressing Human Rights Violations

Suppliers must assess, review, and oversee labor and human rights issues to prevent human rights violations in business operations.

3. Occupational Health and Safety

3.1 Safety and Working Environment

Suppliers must ensure the safety of employees and all related parties by providing a safe and hygienic working environment. They are responsible for reducing and controlling the risk of accidents and potential health impacts arising from operations, transportation, and services. These covers having emergency control measures to minimize losses. Access to operational areas or product transportation must comply with safety rules, life-saving rules, relevant risk-based safety standards, and transportation safety standards.

3.2 Personal Protective Equipment (PPE)

Suppliers must provide employees with adequate and readily available Personal Protective Equipment (PPE) that corresponds to identified risks, and ensure such equipment is used.

4. Environmental Responsibility and Climate Change Adaptation

4.1 Compliance with Environmental Laws and Regulations

Suppliers must strictly adhere to all environmental laws, regulations, government policies, and requirements.

4.2 Environmentally Friendly and Sustainable Business Operations

Suppliers are expected to operate mindfully with strong consideration for their environmental impact, and should be committed to environmental conservation, climate change adaptation, and the sustainable use of natural resources, energy, and water, achieved through operations focused on eco-efficiency and a circular economy. Suppliers should work to reduce air pollution, minimize wastewater and waste generation, including both hazardous and non-hazardous waste, and preserve biodiversity and ecosystems. With a commitment to generating a net-positive environmental impact, suppliers must ensure this responsibility is embedded throughout their operations, reaching their business partners and both direct and indirect service providers. Their activities should align with the 3R principles: Reduce, Reuse/Recycle, and Replenish.

4.3 Fostering Environmental Awareness

Suppliers should enhance knowledge and awareness regarding environmental and climate management among their employees, customers, business partners, and relevant stakeholders.

4.4 Risk Assessment and ESG Audit

Suppliers are expected to conduct risk assessments and allow the Company to perform on-site ESG Audits. This ensures their operations align with sustainable (ESG) practices.

4.5 Promoting Collaboration in Greenhouse Gas and Environmental Data Disclosure

- Suppliers should cooperate in driving the monitoring, improvement, reporting, and disclosure of greenhouse gas emissions and environmental data as per the expectations of the organization and relevant stakeholders.
- Suppliers should encourage and support policies, targets, plans, or activities that foster participation in reducing environmental impact and greenhouse gas emissions

5. Laws and Regulations

Suppliers shall comply with the laws, regulations, and all related rules.

6. Whistleblowing Channel

If suppliers or stakeholders have any concerns or observe activities that may violate laws, regulations, codes of conduct, or ethical standards, they can report such concerns or complaints through www.globalhouse.co.th under the Whistleblowing section.

-Signed-
(Mr. Witoon Suriyawanakul)
Chief Executive Officer
Siam Global House Public Company Limited