




BANGKOK ASSET
INTERGROUP



Code of Conduct for Business Partners

Bangkok Asset Inter Group Public Company Limited

Internal Use

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Code of Conduct for Business Partners
Bangkok Asset Intergroup Public Company Limited

Bangkok Asset Intergroup Public Company Limited (“the **Company**”) is committed to strengthening relationships with business partners and developing work processes to create value for all stakeholders. The Company believes that supply chain management as environmental, social and governance (ESG) issues shall be able to create sustainability in business operations throughout the supply chain, enhance competitiveness, and create long-term growth together. The Company has therefore established the "**Code of Conduct for Business Partners**" to set the direction for sustainable business development of the Company's group with partners. This allows partners to study and use it as a guideline for working with the Company in compliance with legal requirements, the Company's code of conduct, as well as international standards. The Company emphasizes and supports partners to conduct business with transparency under human rights and labor standards, complying with safety, occupational health, and environmental standards, as well as being socially responsible.

Definitions

Business Partners refer to vendors, contractors, and/or service providers to the Company, both legal entities and individuals, including subcontractors of such vendors, contractors, and/or service providers.

Scope and Practices

1. Business Ethics

1.1 Corporate Governance

(1) Business Partners shall conduct business based on integrity, honesty, transparency, and accountability, taking into account stakeholders under good corporate governance principles.

1.2 Equal and Fair Treatment


(1) Business Partners shall conduct business transparently, treating Business Partners or stakeholders equally and fairly.

1.3 Anti-Bribery and Anti-Corruption

(1) Business Partners shall not engage in or support bribery or any form of corruption, either directly or indirectly. Business Partners shall conduct business without giving, offering, promising to give bribes, souvenirs, gifts, or other business benefits in any form to obtain work, or to seek improper business advantage which is illegal.

1.4 Conflict of Interest

(1) Business Partners shall not act in any way to seek personal benefit or benefit for close associates from their position, duties and opportunities that may cause a conflict of interest or vested interests between the supplier and the Company's personnel.

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1.5 Disclosure and Confidentiality

- (1) Business Partners shall accurately and fully disclose their information as required by law, and not disclose confidential supplier information or any information obtained from doing business with Business Partners without consent, including not using such information for their own benefit.

1.6 Intellectual Property

- (1) Business Partners shall not infringe on others' intellectual property rights and promote measures to prevent infringement of intellectual property rights.

1.7 Quality of Products or Services

- (1) Strictly comply with contracts and agreed conditions with business partners, including applicable legal requirements.
- (2) Fully take responsibility for the quality of products or services provided to business partners.

1.8 Legal Compliance

- (1) Business Partners shall emphasize compliance with all relevant laws, regulations, and rules.

2. Human Rights and Labor Practices

2.1 Equal Treatment


- (1) Business Partners shall respect the dignity, humanity, personal rights of employees and treat them equally without discrimination or exclusion due to physical differences, mental state, race, nationality, religion, skin color, gender, age, education, political affiliation, membership in any organization, or any other matters.

2.2 Labor Protection

- (1) Business Partners shall not employ child labor below the legal minimum age. If child labor is employed, Business Partners must provide full legal protection for child labor that is verifiable.
- (2) Business Partners shall not have pregnant female employees perform hazardous work that may be dangerous to their health and safety and must provide legal protections and benefits.
- (3) If employing foreign labor, Business Partners must fully comply with legal requirements.

2.3 No Forced Labor

- (1) Business Partners shall employ labor with respect for human dignity and must not use forced labor, threats, confinement, deprivation of rights, abuse, human trafficking, or force inappropriate physical labor, including any form of violence.

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2.4 Wages, Benefits and Working Hours

- (1) Business Partners shall pay wages, overtime pay, holiday pay and employee benefits correctly, fairly, and not less than the legal minimum, on time.
- (2) Business Partners shall not have employees work excessive hours beyond legal limits. Overtime or holiday work must be voluntary, and employees shall receive stipulated rest days and leave no less than legally required.

3. Safety and Occupational Health

3.1 Safety and Working Environment

- (1) Business Partners shall comply with safety and occupational health laws, provide a safe and hygienic working environment to reduce and control the risk of injury, illness, accidents, and emergencies that may occur from operations. Business Partners must also regularly provide training or communication on relevant matters to assigned employees or those involved.

3.2 Personal Protective Equipment

- (1) Business Partners shall provide ready-to-use, suitable and sufficient personal protective equipment for workers or operators.

3.3 Emergency Preparedness and Response

- (1) Business Partners shall have contingency plans in place for emergency situations and effectively communicate these plans to their employees, ensuring they understand and could execute the procedures correctly and safely when an emergency occurs.

4. Environmental Management in Operations


4.1 Business Partners shall conduct environmental operations in compliance with relevant laws and government regulations.

4.2 Business Partners shall have effective measures to prevent, mitigate and reduce environmental impacts.

4.3 Business Partners shall participate in environmental conservation and promote employees to use resources efficiently and not take any actions that negatively impact the environment.

5. Social Responsibility

5.1 Business Partners shall conduct business with consideration for the impacts on communities and society from their operations by respecting local culture and traditions, as well as cooperating with and be a part of community and social development as appropriate.

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The Company expects all Business Partners to adhere to and comply with the Code of Conduct for Business Partners, aiming to conduct business ethically, transparently, accountably, and combat all forms of corruption. This includes fair competition, occupational health and safety, social and community responsibility for sustainable mutual growth.

For general acknowledgment and to establish a unified operational guideline, the Company hereby announces the implementation of the Code of Conduct for Business partners.

This Code of Conduct for Business Partners is notified and effective from November 11, 2023.

Signed - Mr. Siripol Yodmuangcharoen -
(Mr. Siripol Yodmuangcharoen)
Chairman of the Board of Directors
Bangkok Asset Intergroup Public Company Limited