

Announcement
No. 2567 / P - HR(1) - 014(HR)
Subject: Supplier Code of Conduct
Thantawan Industry Public Company Limited

Thantawan Industry Public Company Limited is committed to conducting business with transparency, integrity, honesty, and responsibility toward the economy, society, and environment. Therefore, the Supplier Code of Conduct has been established for suppliers to adopt as operational guidelines aligned with the Company's ethics, while encouraging suppliers to realize business value creation alongside sustainable performance.

Definition

Supplier means any seller of goods, contractor, and/or service provider to Thantawan Industry Public Company Limited.

Supplier Code of Conduct Guidelines

Business Ethics

Integrity

Conduct business based on correctness, honesty, integrity, transparency, ethics, and social responsibility under good corporate governance. This includes principles of anti-corruption in all forms, as well as strict compliance with relevant laws, rules, and regulations.

Fairness

Comply with fair competition laws to ensure equitable competition and refrain from using dishonest methods to destroy competitors or create unfair competitive advantages. Furthermore, conduct business responsibly and treat all stakeholders with fairness.

Confidentiality and Personal Protection

Do not disclose or utilize confidential information of the Company, customers, suppliers, or business associates for any individual's personal benefit without consent, except as required by law.

Information Disclosure

Disclose information based on accuracy, transparency, and accountability, in accordance with legal requirements.

Intellectual Property Rights

Respect the intellectual property rights of the Company and others, ensuring no infringement of such rights occurs.

Human Rights and Labor

Equal Treatment and Non-Discrimination

Respect the honor, human dignity, equality, fairness, and privacy rights of employees without discrimination or labor exclusion due to differences in race, skin color, religion, gender, age, nationality, citizenship, sexual orientation, disability, or any other matters.

Labor Protection

- Comply with laws, rules, and regulations regarding labor protection.
- Employment of child labor, pregnant women, and foreign workers must comply with legal requirements.
- Termination must proceed according to labor law steps and must not be unfair.

Freedom of Association

Respect the legal rights of employees to associate and bargain through the Welfare Committee in the workplace.

Non-Forced Labor

Do not engage in or support forced labor, including all forms of harassment or threats against workers.

Wages and Benefits

Pay wages, overtime pay, holiday pay, and benefits rightfully owed to employees accurately, fairly, not below legal rates, and on schedule.

Working Hours

Do not require employees to work longer than legally prescribed. Overtime must be voluntary, and employees must be provided with holidays and leave not less than what the law requires.

Safety and Occupational Health

Provide a safe, hygienic work environment that monitors employee health readiness and supports effective performance in compliance with relevant laws or regulations. This includes providing training, building awareness, controlling safe work procedures, and preventing accidents or health impacts arising from operations.

Environment

- Comply with environmental laws, rules, regulations, and standards as legally required.
- Conduct eco-friendly business considering environmental impacts, while enhancing knowledge and awareness regarding environment and climate management for employees, customers, partners, and stakeholders.
- Collectively protect the environment by utilizing natural resources with efficiency and effectiveness.

Reporting and Whistleblowing

Suppliers may report or lodge complaints regarding suspected corruption or inappropriate actions via the Company website: <https://thantawan.com/th/corruption-reporting-th/>. The Company shall maintain the confidentiality of the reporter or whistleblower's information.