

Supplier Code of Conduct



Sikarin Public Company Limited

Supplier Code of Conduct

Sikarin Public Company Limited (the “Company”) be committed to running a business by adhering to the principles of ethics and good governance. Be responsible to stakeholders as well as giving importance to society and the environment according to sustainable development guidelines, the Company realizes the importance of communicating and disseminating such principles to the Company's business partners by creating a code of conduct for business partners. To express the Company’s expectations regarding the performance of its suppliers in the areas of environment, society and governance.

The Company aims for its partners to conduct business with transparency and fairness, respect human rights, respect labor rights and take care of the environment through serious compliance with the Supplier Code of Conduct. The Company monitors operations and is ready to support suppliers to be able to fully comply with this Code of conduct. To jointly create a stable supply chain effective and has value to society and the environment.

Scope

This code of ethics applies to business partners or supplier of the Company. Suppliers or business partners mean product sellers, contractors, and service providers to the Company.

Guidelines: The Company expects its partners to act as follows:

1. Business ethics

1.1. Conduct business with honesty

- Business partners must conduct business adhering to accuracy, honesty, transparency and comply with relevant laws.
- Business partners must disclose information as required by law correctly and completely. Ready to receive inspection from the Company or authorized agency.

1.2. Support fair competition

- Partners must not seek confidential information of competitors through dishonest means or inappropriate.
- Business partners must treat business competitors within the framework of fair competition rules.

1.3. Anti-corruption

- Partners must not demand, receive or give or accept to give gifts, property, or any other benefits to related persons.

1.4. Partners must not have conflicts of interest in their activities with the Company.

1.5. Partners must not infringe the intellectual property of others.

1.6. Partners must maintain confidential customer information including not taking customer information and use it for the benefit of yourself or any other person.

1.7. Business partners must establish a channel for reporting incidents or complaints from stakeholders. Provide a monitoring process as well as preserve information and protect complainants.

2. Labor and human rights

Respect human rights in accordance with national law and international standards, such as the Universal Declaration of Human Rights (UDHR) and the main labor rights conventions of the International Labor Organization (The International Labor Organization Conventions).

2.1. Good labor practices

- Comply with relevant labor laws, rules and regulations.
- Respect labor rights and treat employees equally and fairly. Without discrimination on the basis of race, gender, age, nationality, religion, marital status, pregnancy, disability, and any other status.
- Do not force labor or rape others to work or provide services by any method as specified by law. Do not hire child labor or illegal foreign workers and do not use child or female labor do work that is dangerous or other work as required by law.
- Do not allow employees to work overtime or work on holidays without prior consent from the employee and provide employees with holidays and leave rights as required by law.
- Pay wages, overtime pay, holiday pay as well as providing benefits that employees should receive appropriately and fairly as required by law.
- Ensure employees have a safe and hygienic work environment. Conforms to the standards set by law. To keep employees safe have good health and mental health and can work effectively.
- Have an appropriate emergency prevention and suppression plan. Take care of related equipment to always be in ready-to-use condition
- Suppliers must respect employees' rights and freedom to join or form labor unions.
- Partners must strengthen security officials' awareness of human rights . In cases where force must be used to maintain safety

2.2. Community rights

Strictly comply with labor laws and human rights principles of each country in which they do business. Conduct business on the basis of respecting community rights. There are measures to prevent and mitigate impacts that may occur on the community and fairly remedy the negative impacts that occur on the community.

3. Occupational health and safety

- 3.1. Compliance Occupational health law and safety : Suppliers must comply with each country's occupational health and safety laws that conduct business.
- 3.2. Working with safety
 - Suppliers must have a management system that complies with safety standards. That covers both their employees and partners.
 - Suppliers must provide personal protective equipment to employees, sufficient and appropriate.
 - Suppliers must maintain work areas that are safe and hygienic in order to control and prevent illnesses and accidents caused by work.
- 3.3. Monitoring : Suppliers must have a system for monitoring risks and reporting information related to occupational health and safety with transparency and ethics.
- 3.4. Communication : Partners must promote a culture of safety and provide training on assessments and risk control including safety standards and laws to employees and contractors.

4. Environmental aspect

- 4.1. Comply with laws, rules, regulations, and environmental standards related to the operations of suppliers.
- 4.2. Conduct business by taking into account risks and environmental impacts. Including climate change and has appropriate management, to prevent and mitigate risks and environmental impacts.
- 4.3. Know the value of the environment and natural resources, preserve and use natural resources efficiently and effectively, as well as support activities that help enhance the sustainability of the environment and natural resources.
- 4.4. Suppliers must have a system for monitoring risks and reporting relevant information with the environment with transparency and ethics.
- 4.5. Business partners must communicate to strengthen their sense of responsibility towards the environment.

5. Social and community aspects

- 5.1. Business partners must respect the rights and opinions of people in the community.
- 5.2. Partners must organize regular communication to build relationships with the community.
- 5.3. Partners must encourage their employees to participate in community development activities.
- 5.4. Partners must support activities that benefit the public. Including activities that promotes the well-being of the community.

6. Business continuity

- 6.1. Suppliers must have systems in place to identify and assess risks, especially risks related to employees, production activities. Including any risks that affecting the ability to deliver products and services to prepare cope with emergency situations.
- 6.2. Suppliers must organize emergency response plan drills, including training is provided to employees regularly.

7. Cooperation in the supply chain

Partners must encourage their partners to comply with the principles set out in the Code. This supplier code of conduct. It is like a standard for doing business together.

8. Good governance

- 8.1. Conduct business on the basis of ethics honesty and transparency including not supporting corruption in all forms.
- 8.2. Compete in trade honestly and fairly. Do not prevent trade and set conditions that unfairly limit other people's business operations.
- 8.3. The Company 's confidential information, the personal information of the company's employees and customers from being misappropriated. To seek benefits without prior consent except in the case of complying with an exception to the law.
- 8.4. Do not infringe on the intellectual property rights of the Company and others.
- 8.5. Avoid any actions that may damage the Company's business or bring the company into disrepute.

The Company reviews the code of ethics for its suppliers every year or when there is an important event that is worthy of review and will communicate to stakeholders every time there is a material change.

This Supplier Code of Ethics is the 2nd revised version and is effective from 11 January 2024 onwards by the resolution of the Board of Directors in meeting No. 1/2024 on the 10 January 2024.



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(Mr. Seni Chittakasem)

Chairman