

# **Supplier Code of Conduct**

**November 25, 2024**

## Supplier Code of Conduct

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## Supplier Code of Conduct

CPL Group Public Company Limited and its subsidiaries, “the Group”, adhere to conducting business ethically within the framework of good governance, conducting business with transparency and accountability, and being responsible to all stakeholders. We are committed to developing our business while striking a balance among economic, social and environmental dimensions which is with the sustainable development guidelines.

The Group has therefore established a Supplier Code of Conduct for its business partners to use as guidelines for conducting business in accordance with legal requirements, the Company’s Business Ethics and international standards. The Group give importance to and encourages its supplier to conduct business with transparency and equity, respect human rights, treat workers fairly, comply with laws, safety, occupational health and environmental standards as well strictly comply with this Supplier Code of Conduct in order to jointly build create a stable and efficient supply chain that creates value for society and the environment in the purpose of sustainable growth.

### Definition

Supplier means sellers, contractors and/or service providers to CPL Group Public Company Limited and its subsidiaries.

### Scope

This Supplier Code of Conduct applies to Supplier of CPL Group Public Company Limited and its subsidiaries.

The Supplier Code of Conduct consists of the following principles and practices:

#### 1. Business Ethics

Supplier must conduct business on the basis of ethics, honesty and transparency. Which not supporting corruption in all forms, competing honestly and fairly, not setting trade barriers and conditions that unfairly constrain others business operations.

##### 1.1 Corporate Governance and Compliance with Laws

Supplier must comply with the requirements, laws and regulations related to business operations, conduct business with honesty, transparency and accountability.

##### 1.2 Equal and Fair Treatment

Supplier must conduct business transparently treat supplier or stakeholders equally and fairly.

##### 1.3 Intellectual Property

Supplier must not infringe on the intellectual property of others and promote measures to prevent intellectual property infringement.

##### 1.4 Disclosure and Confidentiality

Supplier must disclose their own information correctly and completely as required by law and must not disclose confidential information of Supplier or any information obtained from doing business with partners without their consent, also must not use it for their own benefit.

##### 1.5 Delivery and Quality of Products or Services

Supplier must strictly comply with contracts and conditions agreed upon with supplier, including regulation enforceable under relevant laws, demonstrate full responsibility for the quality of products or services provided to other party. Supplier should also cooperate with the Group of Companies in inspecting and correcting errors to the fullest extent of their ability. In case a defect in the product or service associate with the supplier is identified after the supplier has delivered the product or service.

## **2. Labor and Human Rights Practices**

### **2.1 Non-discrimination**

Supplier must treat employees equally without discrimination due to differences in physical, mental, ethnic, religious, gender, age, education, political affiliation, sexual orientation, including membership in any union.

### **2.2 Labor Protection**

Supplier must not use child labor under the minimum age specified by law. If child labor is used, Supplier must provide protection for the use of child labor in all respects specified by laws and must be auditable.

Supplier must not allow female employees to work in a manner that may be hazardous to health and safety. If a female employee is pregnant, she must receive protection and benefits as specified by law.

If foreign workers are hired, supplier must comply fully with all related laws.

### **2.3 No forced labor**

Supplier must use labor with consideration for human dignity and must not use labor in a manner that is forced, threatening, confining, depriving of rights, abuse, human trafficking, also must not enforce the use of labor that is not suitable for the physical condition, including violence in all forms.

### **2.4 Payment of wages, benefits and working hours**

Supplier must pay wages for overtime, working on holiday, and benefits that employees are entitled to by law at a rate not lower than the specified by law.

Supplier must not allow employees to work longer than the period specified by law. Overtime work or work on holidays must be voluntary by employees. Supplier must provide employees with holidays and leave no less than the rate specified by law.

## **3. Safety and Occupational Health**

### **3.1 Safety and Work Environment**

Supplier must comply with safety and occupational health laws and prepare a safe work environment to reduce and control the chances of injury, illness, accidents, and emergencies that may occur from work, transportation, or services.

### **3.2 Personal Protective Equipment**

Supplier must prepare personal protective equipment that is ready to use, suitable for the job, and sufficient for employees.

### **3.3 Emergency Preparedness**

Supplier must have a contingency plan in for emergencies and communicate it to employees so that they understand how to act correctly and safely when an emergency occurs.

## **4. Community and Environmental Management**

Supplier must have an effective environmental management system that complies with laws, regulations, and establish measures to prevent, resolve, and reduce environmental impacts from business operations.

Supplier must encourage employees to use resources economically and efficiently and not do anything that has negative impacts on the environment.

Supplier must conduct business responsibly and take into account the impacts on the community and society from their operations. They must respect local culture and traditions, cooperate with the community, and participate in community and social development as appropriate.

## **Monitoring and Evaluation**

The Group encourages suppliers to express their opinions through various channels provided by the Group to improve work processes collaboratively.

## Supplier Code of Conduct

The Group will support products and/or services from suppliers that comply with this “Supplier Code of Conduct.” The Group reserves the right to consider any actions of suppliers, including the right to immediately terminate the contract if it is found and proven that the supplier has violated the substance of the contract and/or significant practices as specified.

### Channel for reporting clues or complaints

In the event that a supplier or interested party finds any action that is suspected of violating or failing to comply with the law, regulations, rules, business ethics, or the Group's policies, you can report clues or complaints through the channels specified by the Company. The Company has measures to protect complainants and maintain confidentiality of information in accordance with the policies specified by the Group.

Channels for reporting clues or complaints as follows:

By mail	“Office of the Company Secretary or Chairman of the Audit Committee” CPL Group Public Company Limited No. 700 Moo 6, Sukhumvit Road, Bangpoo Mai, Muang, Samutprakan 10280
By email	Chairman of the Audit Committee : <a href="mailto:auditcom@cpl.co.th">auditcom@cpl.co.th</a> Company Secretary : <a href="mailto:secretary@cpl.co.th">secretary@cpl.co.th</a>

### Policy Review and Improvement

The Group schedules the review this Supplier Code of Conduct is reviewed regularly, at least once every year or when there is a significant change, in order to be consistent with the Group's operations.

This Supplier Code of Conduct has been review and approved by the Board of Directors at the 6/2024 Board of Directors Meeting on November 27, 2024.

- Signature-

Chairman of the Board  
CPL Group Public Company Limited

CPL Group Public Company Limited  
Supplier Code of Conduct

1. I have received and read the Supplier Code of Conduct of CPL Group Public Company Limited.
  
2. I understand, acknowledge and accept it as a guideline for future operations.

Signature .....

(.....)

Position. ....

Company .....

Date.....