



Berli Jucker Public Company Limited  
บริษัท เบอร์ลี่ ยูคเกอร์ จำกัด (มหาชน)



<b>Supplier Code of Conduct</b>	<b>Reference number : SRMD 1002/2020</b>
	<b>Review date : 30 July 2024</b>
	<b>Approval date : 30 July 2024</b>
	<b>(Executive Board Meeting No.4/2024)</b>
	<b>Effective date : 30 July 2024</b>
	<b>Supersede date : 27 June 2023</b>

This policy provides a framework for all business operation under Berli Jucker Public Company Limited and BJC Group (hereinafter referred to as "BJC Group"). We are confident that our good sense of corporate responsibility will be forwarded to the suppliers, trade partners, service providers, contractors, as well as business alliances. (Hereinafter referred to as "Supplier"). BJC Group emphasizes on bringing supply chain management and development into practice for all its supply chains with good corporate governance and responsibility to society and environment.

In order to achieve sustainable business development objectives, BJC Group drives sustainable supply chain management through the supervision of our suppliers to reduce the business risks as well as establish a good relationship with the partners. BJC Group aims that all suppliers must understand and acknowledge this agreement. The Supplier Code of Conduct covers:

## 1. Business

### 1.1 Compliance with Laws and Regulations

Suppliers shall conduct business in compliance with all applicable laws and the regulations domestically and / or internationally, including obtain required permit in that place as well.

### 1.2 Business Ethics

Suppliers shall conduct business with honesty, transparency, and do not intentionally take any action that is dishonest or causing financial, business, and reputation damage of BJC Group.

### 1.3 Corruption and Bribery

BJC Group has a policy against corruption by not accepting and/or supporting any acts of corruption, fraud, or bribery. BJC Group also avoids situations that may lead to conflicts of interest and encourages partners to establish their own anti-corruption policies.

If any suppliers are involved in paying or receiving bribes, the Group may consider terminating the contract. The Group will not be liable for any



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damages incurred by the partner due to such termination, and the partner may face legal action. Partners must be cautious of conflicts of interest that could lead to corruption.

### 1.4 Business Gift

Suppliers shall acknowledge that BJC Group's employees will not give or receive gifts or souvenirs which will affect their operational decisions or causing unfair benefits unless it is given for the purpose of maintaining good business.

### 1.5 Fair Competition

Suppliers shall govern their business without anti-competitive practices, together with having a consensus with entering fair competition by not cooperating with third party which leads to unfair competition.

### 1.6 Procurement

Suppliers shall have systematic procurement of goods and services in accordance with fairness, transparency, ethics, including sustainable procurement policy for their own suppliers. In addition, the suppliers shall have criteria for selecting their own suppliers covers economic, social and environmental dimensions.

### 1.7 Production and Service Standard

Supplier shall provide high-quality, safe, environmentally friendly products; suppliers shall also develop technology to save more energy in the production process. Additionally, providing products and services must conduct with non-discrimination based on age, physical disability, ethnicity, gender, skin color, religion, and sexual orientation, country of origin, cultural background, or marital status.

### 1.8 Personal Data, Confidentiality and Trade secrets

Suppliers shall have processes in place to prevent the leakage of BJC Group's confidential information and must store data properly. Suppliers shall keep



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BJC Group's confidential information secure and not disclose it to third parties without permission. Suppliers shall protect BJC Group's information and not disclose it to unauthorized third parties, and be used for the business in this group company and disclosed information of economic, society and environment in accordance with law.

#### 1.9 Anti-Money Laundering

Suppliers shall comply with relevant laws and regulations regarding anti-money laundering and implement internal measures to prevent money laundering.

### 2. Environment

#### 2.1 Environmental Management

Suppliers shall conduct their business in an environmentally responsible manner, follow relevant environmental laws, regulations, and standards. They must also utilize natural resources responsibly, and conduct appropriate management for waste, as well as chemical and hazardous substances.

#### 2.2 Sustainable Use of Resources

Suppliers shall conduct their business with environmental impact concern by setting any practice for pollution prevention and reduce greenhouse gas emissions (GHG) that may occur from business processes. They must commit to mitigating climate change, preserve the balance of the ecosystem and optimize the consumption of resources.

#### 2.3 Management of Waste, Chemical and Hazardous Substance

Suppliers shall manage waste, chemical and hazardous substance with accurate and safe processes, including reducing the concentration of contaminants to the required level before discharge. Storage and destruction for those waste must be under processes that comply with laws and regulations and can clarify if they are released into the environment.



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#### 2.4 Biodiversity Management, No Deforestation, and Ecosystem Conservation

Suppliers shall conduct their operations in a way that does not negatively impact ecosystems and biodiversity. There should be no illegal deforestation. If the partner's operations pose a risk of impacting ecosystems and biodiversity, adequate and appropriate conservation and restoration measures should be implemented.

#### 2.5 Energy Management and Climate Change

Suppliers shall implement efficient and appropriate energy management practices to reduce negative environmental impacts. Suppliers should also prioritize climate change management, assess relevant risks, and develop appropriate management plans.

Suppliers shall prioritize addressing global warming, such as by striving to reduce greenhouse gas emissions throughout the supply chain and considering business plans that can adapt to the impacts of climate change. This is to support Thailand in achieving its goal of carbon neutrality by 2050 and net-zero greenhouse gas emissions by 2065.

### 3. Society

#### 3.1 Occupational Health and Safety

Suppliers shall provide their employees/workers with a safe, secure and hygienic working environment following the Occupational Health Act, relevant laws and regulations including providing adequate personal protective equipment (PPE) to employees/workers that is maintained according to relevant standards.

#### 3.2 Human Rights

Suppliers are expected to focus on human rights and equality in employment, in accordance with International Labor Organization (ILO) standards, "ILO Declaration on Fundamental Principles and Rights at Work." Suppliers must respect the human rights of employees and those involved in their business operations. They must not use child labor or forced labor, and treat their employees equally regardless of their physical or mental differences such as



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age, physical disability, ethnicity, gender, sexual orientation, skin color, religion, and sexual orientation, country of origin, cultural background, or marital status. Suppliers shall maintain harmonized, safe and respectful working environment where diverse employees can work together happily along with appropriate risk management for discrimination, harassment and human rights violations.

### 3.3 Child and Forced Labor

Suppliers shall not engage in any form of forced and child labor and must comply with laws and regulations regarding the employment of children, women, and young people. They must ensure that women and pregnant women will not be assigned task to work in dangerous areas; pregnant women are not permitted to work more than 8 hours a day and perform any night work.

### 3.4 Working Hours and Compensation

Suppliers are required to adhere to all relevant laws and regulations pertaining to employee working conditions and compensation, such as: Suppliers shall ensure that regular working hours should not exceed maximum working hours regulated by labor laws including wages, benefits, compensations, and remunerations, which are provided to their employees in accordance with labor law.

### 3.5 Community and Social Responsibility

Suppliers shall consider the impact of their operations on the communities and societies in which they operate and actively participate in community and social development. Suppliers shall promote and support community rights to restoring and preserving local customs and knowledge. Moreover, they should maintain community involvement to strengthen the relationship in operation area and support equality in society.



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### 3.6 Employees' Freedom of Association and Collective Bargaining Rights

Suppliers shall respect employees' rights, without limitation, deprivation, or violation of their rights to collective bargaining with organizations. They should also allow freedom of association as prescribed by law.

### Implementation of the Business Ethics for Suppliers

Suppliers shall consider communicating and implementing the guidelines set forth in this Code of Ethics for Business Partners into their business operations appropriately. They should also consent to the company's audits of their operations and make improvements as recommended.

If suppliers fail to comply with this Code of Ethics without sufficient justification or violates laws that significantly impact the company, such as corruption, copyright infringement, or food safety violations, the company reserves the right to consider further action in accordance with company policy.

### Audit and Reporting

In the case of suppliers whose operations pose a risk of impacting society, the public, or the environment, the company may request an audit of the supplier's compliance with the Supplier Code of Conduct as deemed appropriate. The company will then report the audit results and any corrective actions taken with the supplier to relevant stakeholders as appropriate.