



## Supplier Code of Conduct

**Reference number : SRMD 1002/2020**

**Review date : 27 June 2023**

**Approval date : 27 June 2023**

**(Executive Board Meeting No.2/2023)**

**Effective date : 27 June 2023**

**Supersede date : 24 March 2020**

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 Conflict of Interest

BJC Group does not accept and / or support any form of bribery or corruption in any of its business activities. If any supplier is involved in paying or receiving a bribe, BJC Group may consider canceling the contract. BJC Group is not responsible for any damages to suppliers due to the termination of the contract, and suppliers may be prosecuted under the law. Suppliers must be caution about conflict of interests that may cause corruption.



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#### 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 protect confidential information of BJC Group and have accurate data collection including do not disclose such information to unauthorized third parties. This information will be used for the business in this group company and disclosed information of economic, society and environment in accordance with law.



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## 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, in strict compliance with applicable governing laws, without impacting the environment. Suppliers shall establish appropriate prevention of pollution from business operations, through chemical waste treatment, to reduce 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, including the implementation of good waste management, which prioritize minimizing waste generation and reusing wastes.

### 2.4 Biodiversity Management, No Deforestation, and Conservation of Ecosystems

Suppliers shall operate in a way in which does not adversely affects ecosystems and biodiversity, and does not engage in illegal deforestation. Should suppliers' operations be at risk of impacting ecosystem and natural biodiversity, adequate and appropriate actions should be taken for conservation and restoration.



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### 2.5 Energy Management and Climate Change

Suppliers shall engage in appropriate management of energy efficiency and use of energy to reduce negative impacts on the environment, and shall prioritize climate change related management, by considering risks involved to develop appropriate management plans.

Suppliers shall focus on solving the issue of global warming, such as minimizing Greenhouse Gas emissions throughout the supply chain. Considers business plans to adapt to the impacts of climate changes to support Thailand to achieve the Carbon Neutrality by 2050 target, and Net Zero 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) Declaration on fundamental Principles and Rights at Work standards, and treat their employees equally regardless of their physical or mental differences such as age, physical disability, ethnicity, gender, sexual orientation, skin color, religion, and sexual orientation, country of origin, cultural background, or marital status.

Suppliers must treat everyone with respect and equality. Respect each other and treat others fairly based on individual differences, as well as encourage everyone to work happily and safely. Appropriate risk management of human rights violations should be provided. Prevent discrimination and human rights abuses within its organizations.



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### 3.3 Child and Forced Labor

Suppliers shall not engage in any form of forced and child labor. 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 Conditions and Remunerations

Suppliers shall ensure that regular working hours should not exceed maximum working hours regulated by labor laws, and ensure that remunerations, benefits, compensations, overtime hours and working conditions for employees is appropriate in accordance with labor law.

### 3.5 Community and Social Responsibility

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.

### 3.6 Freedom of Association and Employee Collective Bargaining

Suppliers shall grant employees the right without limiting, depriving, or infringing on the employee rights to form and/or join a collective bargaining with the organization, including freedom of association as required by law.

## Implementation of Business Ethics for Business Partners

Suppliers shall consider adapting the guidelines set forth by the Supplier Code of Conduct to appropriately communicate and apply to their business operations, and give permission to the company to conduct operation audits of suppliers and conduct improvements as instructed.

Should a supplier not comply with the Supplier Code of Conduct, without sufficient justification or conduct violation against the law, which results in a significant impact on the company, such as corruption, copyright, infringement, and violation of food safety. The company reserves the right to consider taking further actions according to the company measures.

The Supplier Code of Conduct will be effective from 27 June 2023 onwards.