

Management Policy (PCM-M)
Supplier Code of Conduct

Document Title (ชื่อเอกสาร): Supplier Code of Conduct	Document Number (เลขที่เอกสาร): AWC/CST/AWCENTER/2023/Policy00001	Pages (จำนวนหน้า): 10
Document Classification (ลำดับชั้นความลับของเอกสาร): <input type="checkbox"/> Type 1: Top Secret Document (ประเภทที่ 1 เอกสารลับที่สุด) <input type="checkbox"/> Type 2: Confidential Document (ประเภทที่ 2 เอกสารลับ) <input type="checkbox"/> Type 3: Internal Document (ประเภทที่ 3 เอกสารภายใน) <input checked="" type="checkbox"/> Type 4: General Document (ประเภทที่ 4 เอกสารทั่วไป)	Prepared By (จัดทำโดย): Strategic Sourcing and Procurement	
Purpose (วัตถุประสงค์): To drive positive impact throughout the value chain through engagement and communication shared between AWC and our suppliers, contractors, and their workers on this commitment. To ensure an ethical and responsible supply chain as well as create long-term relationships with suppliers and related stakeholders.	Department/ Division (ฝ่าย/สายงาน): Strategic Sourcing and Procurement	
	Date (วันที่): 13 July 2023	
	Effective Date (วันที่เริ่มบังคับใช้): 31 July 2023	

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

The relevant functions whose roles and responsibilities are stated, shall revise the document when there are relevant changes to ensure the effectiveness of the operations (หน่วยงานที่เกี่ยวข้องตามบทบาทหน้าที่ความรับผิดชอบดังระบุในเอกสารนี้ มีหน้าที่ทบทวนเอกสารตามวาระหรือเมื่อมีการเปลี่ยนแปลงที่เกี่ยวข้องเพื่อให้สอดคล้องกับการปฏิบัติงาน)

Document Title : Supplier Code of Conduct

FOR INTERNAL USE ONLY

Document Number : AWC/CST/AWCCENTER/2023/Policy00001

Page | 3 of 10

Date : 13 July 2023

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

Version History (ประวัติเอกสาร)

Version (ทบทวนครั้งที่)	Revision Date (วันที่ทบทวน)	Description of Change (รายละเอียด)	Author (ผู้จัดทำ)
Rev.00	-	- New Document first issued	Sustainability
Rev.01	13 July 2023	- Updated according to internationally recognized principles and practices	Khun Kuanruthai Siripatthanakosol (Head of Sustainability and Community Value)

Document Title : Supplier Code of Conduct

FOR INTERNAL USE ONLY

Document Number : AWC/CST/AWCENTER/2023/Policy00001

Page | 4 of 10

Date : 13 July 2023

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

Table of Contents (สารบัญ)

1. Reference Document (เอกสารอ้างอิง)	5
2. Purpose and Objective (วัตถุประสงค์และขอบเขต)	6
2.1. Purpose (วัตถุประสงค์)	6
2.2. Scope (ขอบเขต)	7
3. Roles, Duties and Responsibilities (บทบาท หน้าที่ และความรับผิดชอบ)	7
4. Definition (คำจำกัดความ)	7
5. Principles (หลักปฏิบัติจรรยาบรรณทางธุรกิจสำหรับลูกค้า)	8
5.1. Corporate Governance & Business Ethics	8
5.2. Labor Practices & Human Rights	8
5.3. Occupational Health & Safety	9
5.4. Environmental Management	9
6. Policy Implementation and Authority (การดำเนินนโยบายและอำนาจอนุมัติ)	10
6.1. MOA and Responsible Committee/Functions and their responsibilities (อำนาจอนุมัติและผู้มีหน้าที่รับผิดชอบ)	10
6.2. Frequency of policy revision (การทบทวน)	10
7. Appendix (ภาคผนวก)	10

Document Title : Supplier Code of Conduct

FOR INTERNAL USE ONLY

Document Number : AWC/CST/AWCCENTER/2023/Policy00001

Page | 5 of 10

Date : 13 July 2023

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

Reference Document (เอกสารอ้างอิง)

1. Reference Document (เอกสารอ้างอิง)

Number (ลำดับ)	Document code (เลขที่เอกสาร)	Document title (ชื่อเอกสาร)
1		
2		
3		

Supplier Code of Conduct

2. Purpose and Objective (วัตถุประสงค์และขอบเขต)

At Asset World Corporation (AWC), we acknowledge our responsibility for environmental, social, governance and ethical compliance in our operations and our commitment to continuous improvement in our supply chain. Through our “life cycle perspective”, AWC conducts business in tandem with systematic sustainability embedded in all processes, from investment, project development, construction, management, until transferring value to the community and all stakeholders. We recognize the opportunity to be a positive driver and engage with a shared commitment between AWC and our suppliers, contractors and their workers, products, and services.

“AWC believes that working with our suppliers will enhance our core value of ‘Caring’ by guiding the community towards sustainability. Reducing environmental and social impacts will need collaboration with, and among, our value chain. Also, we strive to carry on fair business practices with all participants in all steps of our supply chain management - winning business and managing relationships as a partner in our value chain.”

We are committed to sustainability in our supply chain; therefore, we place high value on suppliers who prioritize the following principles:

- Corporate governance and business ethics
- Labor practices and human rights
- Occupational health and safety
- Environmental management

2.1. Purpose (วัตถุประสงค์)

The Supplier Code of Conduct is established with the following objectives:

2.1.1 Establish fair and ethical standards which suppliers can adopt and integrate into their business operations.

2.1.2 Promote labor practices and human rights standards, including occupational health and safety along the Company's value chain.

2.1.3 Encourage environmentally responsible practices and promote responsible sourcing and sustainable supply chain management.

2.1.4 Foster collaborative relationships with suppliers and contribute to sustainable and responsible business practices.

2.2. Scope (ขอบเขต)

This Supplier Code of Conduct outlines AWC's expectation of all organizations within our supply chain to comply with these principles.

3. Roles, Duties and Responsibilities (บทบาท หน้าที่ และความรับผิดชอบ)

Number (ลำดับ)	Responsible person/department/division (บุคคล ฝ่าย หน่วยงานที่รับผิดชอบ)	Roles, Duties and Responsibilities (บทบาท หน้าที่ และความรับผิดชอบ)	Key Result (ผลลัพธ์ที่สำคัญ)
1	Strategic Sourcing and Procurement	<ul style="list-style-type: none"> - Prepare and review to ensure that policy is up to date at least once a year or following any implied incidents or changes that are significant to the Company. - Communicate to internal stakeholders and suppliers to increase awareness of the Supplier Code of Conduct. - Coordinate and advise the supplier on the implementation of the Supplier Code of Conduct. - Control and monitor the suppliers' business practices to ensure they align with this Supplier Code of Conduct. 	<ul style="list-style-type: none"> - Ethical and Responsible Supply Chain - Long-Term Supplier Relationships - Risk prevention and mitigation

4. Definition (คำจำกัดความ)

Term (คำศัพท์)	Definition (คำจำกัดความ)
Code of Conduct	A set of values, rules, standards, and principles outline what the members of the groups are expected to comply with.
Human rights	Rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.
Responsible sourcing	Responsible sourcing is an approach to sourcing and supply chains. It's when an organization actively and consciously sources and procures products and services for their operations in an ethical, sustainable and socially conscious way.

5. Principles (หลักปฏิบัติจรรยาบรรณทางธุรกิจสำหรับคู่ค้า)

5.1. Corporate Governance & Business Ethics

- The Supplier shall conduct business with integrity, ethics, transparency, auditability as well as promote fair competition without unlawful demands.
- The Supplier shall comply with all applicable national standards and laws on trade, fraud, money laundering and intellectual property.
- The Supplier shall not be involved in any monetary nor non-monetary bribery for the benefit of any organization, individual or group of people and have appropriate anti-corruption measures in place.
- The Supplier shall comply with our anti-corruption policy pertaining to gift exchanging. Any act of giving or receiving gifts, including but not limited to organizing entertainment, holding receptions, is not prohibited when conducted transparently as part of the ordinary course of business in the name of the company (not an individual) and at reasonable cost, and is reasonably permitted by laws, regulations and local traditions or trade practices on traditional and appropriate occasions.
- The Supplier shall strictly comply with Related Person Transactions to avoid all conflicts of interest or situations that may be interpreted as a conflict of interest. The Supplier shall report to AWC when personal relationships between any of its employees and of AWC's authorized personnel or employees could potentially lead to any conflicts of interest being identified or which the supplier is aware of.
- The Supplier shall not engage in anti-competition business practices.
- The Supplier shall maintain key business data, confidential data or intellectual property of AWC or AWC's stakeholders and refrain from utilizing such data without consent and/or for undue gains for itself or for others.
- The Supplier is encouraged to comply with data disclosures as required by relevant laws.

5.2. Labor Practices & Human Rights

- The Supplier shall comply with national legislations, as well as other applicable regulations and standards.
- The Supplier shall treat all employees with respect, dignity, equality and non-discrimination regardless of, including but not limited to, race, gender, age, color, place of origin, religion, sexual orientation, medical condition, pregnancy, disability, political view, financial status and marital status.
- The Supplier shall ensure the workplace is free from physical or verbal abuses, other forms of harassment and any threats or other forms of intimidation.
- The Supplier shall strictly prohibit the use of child labor. No person shall be employed who is below the minimum legal age for employment. Children (persons under the age of 18) shall not be employed for any hazardous or night work, or work that is inconsistent with the child's personal development.
- The Supplier shall ensure all (migrant) employees comply with all relevant regulations including visa and work permits.
- The Supplier shall not engage in forced labor, or indentured servitude. All work must be performed on a voluntary basis.

Document Title : Supplier Code of Conduct

FOR INTERNAL USE ONLY

Document Number : AWC/CST/AWCCENTER/2023/Policy00001

Page | 9 of 10

Date : 13 July 2023

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

- The Supplier shall comply with the national labor laws regarding working hours, remuneration and compensation for overtime.
- The Supplier is encouraged not to use wage deductions as a disciplinary action.
- Employees must be paid in a timely manner and the Supplier must clearly convey to its employees the basis on which they are paid.
- The Supplier shall ensure its employees understand their employment conditions and give employees fair and reasonable pay as well as any legally entitled or agreed benefits.
- The Supplier is encouraged to grant its employees the right to paid vacation as prescribed by law.
- Suppliers shall respect the right to freedom of association, peaceful assembly, participation in political activities, freedom of expression, and collective bargaining in compliance with legal procedures.

5.3. Occupational Health & Safety

- The Supplier shall comply with relevant domestic health and safety legislations.
- The Supplier shall provide a healthy and safe working environment for employees, contractors, partners or others who may be affected by the Supplier's activities, in accordance with national laws. The necessary personal protective equipment and appropriate risk prevention measures shall be provided where appropriate to mitigate the risk of accidents and potential health impacts, as well as first aid kits.
- The Supplier is encouraged to have an appropriate system in place for preparedness and response to accidents, health problems and foreseeable emergency situations, including but not limited to, plans, training, and drills.
- The Supplier is encouraged to promote hygienic and safe facilities and amenities, including employee accommodation where provided by the Supplier.

5.4. Environmental Management

- The Supplier shall comply with relevant domestic environmental legislations, including the essential permit/license relating to operations and disposal of construction wastes.
- The Supplier is encouraged to have appropriate management practices in place to minimize environmental impacts arising from the Supplier's business.
- The Supplier is encouraged to seek to promote energy efficiency, reduce greenhouse gas emissions (GHG) and energy consumption, water efficiency, and waste management where appropriate.
- The Supplier is encouraged to promote local raw material sourcing and innovation to enhance resource efficiency and lessen emissions from its extent operations.
- The Supplier is encouraged to conserve natural resources and not be involved in deforestation or destruction of ecosystems or in a manner that results in biodiversity loss.

Document Title : Supplier Code of Conduct

FOR INTERNAL USE ONLY

Document Number : AWC/CST/AWCCENTER/2023/Policy00001

Page | 10 of 10

Date : 13 July 2023

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

- Suppliers shall control and ensure the reduction and prevention of pollution, dust particles, toxic fumes, end-of-life product management, and the storage of hazardous materials and chemicals in compliance with laws, regulations, and standards.

6. Policy Implementation and Authority (การดำเนินนโยบายและอำนาจอนุมัติ)

6.1. MOA and Responsible Committee/Functions and their responsibilities (อำนาจอนุมัติและผู้มีหน้าที่รับผิดชอบ)

Refer to Sub-delegation Manual of Authority (MOA) document number SPD-MOA001, Rev 01 which specifies the documents according to the topics below about policy development and Company regulation.

Management Policy

Authorized Item / Account (THB) รายการ / มูลค่าที่อนุมัติได้ (บาท)	Submitted by	Supported by	Approved by
All	Head of Division	Relevant Chief	CEO & President / MCOM

6.2. Frequency of policy revision (การทบทวน)

This policy shall be reviewed or amended on an annual basis or following any implied incident or changes that are significant to the Company.

7. Appendix (ภาคผนวก)

n/a