

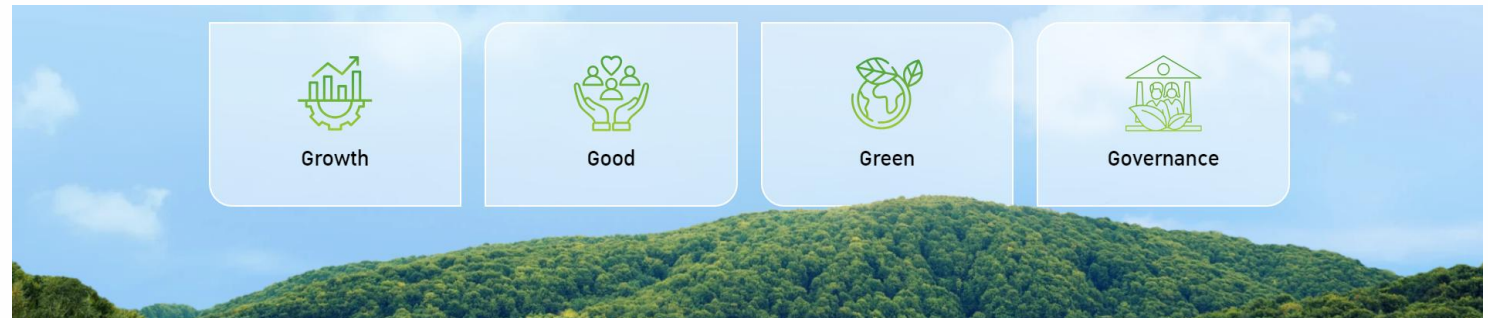
BCPG

Supplier Code of Conduct

Supplier Code of Conduct for Sustainable Business Development

BCPG Public Company Limited (“the Company”) is committed to operating as an organization that adheres to the principles of good corporate governance. The Company integrates environmental stewardship (Environmental: E), contribution to society (Social: S), and ethical business conduct (Governance: G) into its operations with transparency, accountability, and internationally recognized management standards. The Group has further developed and applied sustainability practices to ensure responsible operations that consider both environmental and social impacts. In doing so, the Company aims to create long-term value and maximize benefits for all stakeholders, both internal and external, while also encouraging Supplier to adopt sustainable procurement policies and practices. The Company’s sustainability framework encompasses five key areas:

1. Business Ethics
2. Labor Practices and Human Rights
3. Occupational Health and Safety
4. Environment
5. Social Development Participation



The Company is committed to practicing good corporate governance as a role model for its Supplier/Contractor, encouraging them to operate responsibly and in alignment with the “**Supplier Code of Conduct**” This approach will ultimately support the sustainable growth of both the Company and its partners.

1. Business Ethics

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- 1.1 Corporate Governance
- 1.2 Fair Business Practices
- 1.3 Information disclosure
- 1.4 Respect for Intellectual Property
- 1.5 Conflict of Interest
- 1.6 Anti-Corruption
- 1.7 Personal Data Protection
- 1.8 No-Gift Policy

2. Labor Practices and Human Rights

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- 2.1 Labor law compliance
- 2.2 Non-Discrimination
- 2.3 Labor Protection
- 2.4 Prohibition of Forced Labor
- 2.5 Wages, Benefits, and Working Hours
- 2.6 Termination of Employment

3. Occupational Health and Safety

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- 3.1 Safety and working environment
- 3.2 Personal Protective Equipment (PPE)
- 3.3 Emergency Preparedness

4. Environment

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- 4.1 Laws, rules, and regulations compliance
- 4.2 Efficient resource allocation and environmental-friendly management
- 4.3 Development of strategies to mitigate and prevent environmental impacts

5. Social Development Participation

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1.1 Corporate Governance

Our suppliers of the Company are required to comply with all applicable laws and regulations in conducting business with integrity, transparency, and accountability, while considering the interests of stakeholders in accordance with the principles of good corporate governance.

1.2 Fair Business Practices

Our suppliers must operate within the framework of fair competition, upholding responsibility and fairness toward all stakeholders.

1.3 Information disclosure

Our suppliers must disclose their information accurately, completely, clearly, and in compliance with legal requirements, while keeping such information regularly updated. Confidential or proprietary information of the Company must not be disclosed or used without consent, nor exploited for personal benefit.

1.4 Respect for Intellectual Property

Our suppliers must respect and refrain from infringing upon the intellectual property rights of others, and must establish measures to prevent intellectual property violations.



1.5 Conflict of Interest

Our suppliers should act in a manner that avoids any conflicts of interest or situations where personal gain could interfere with the interests of the Company or its personnel. Integrity and ethical conduct should be the guiding principles in business operations, with the understanding that organizations lacking ethics and integrity cannot achieve sustainable business success.

1.6 Anti-Corruption

Our suppliers must not engage in or support any form of corruption. They are required to implement internal controls and audits, and to cooperate with the Company in preventing and combating corruption. Business partners are also encouraged to endorse commitments and participate as members in Thailand's Private Sector Collective Action Coalition against Corruption.



1.7 Personal Data Protection

Our suppliers must strictly comply with all applicable personal data protection laws, as well as any policies, requirements, rules, or regulations of the Company related to the collection, use, and disclosure of personal data. Business partners are required to implement appropriate measures to safeguard personal data.

The collection, use, and disclosure of personal data must be carried out only to the extent necessary and in accordance with relevant laws, as well as the Company's applicable policies, requirements, rules, or regulations. Business partners shall obtain consent for the disclosure of personal data of their representatives, employees, or workers to the Company.

In cases where obtaining consent from such individuals is required for the disclosure of personal data, and in situations where the Company must obtain consent for the collection and use of personal data under applicable personal data protection laws, the business partner shall obtain such consent and notify the individuals on behalf of the Company for the purposes of performing the contractual obligations with the Company.



1.8 No-Gift Policy

Our suppliers should cooperate by refraining from giving gifts to the Company's Executives, employees, or any personnel within the Group, during festivals or on any other occasions. This is to ensure adherence to transparent business practices without seeking any improper benefits, in accordance with the Company's No Gift Policy, which prohibits the giving or receiving of gifts of any value at any time. This practice aligns with good corporate governance principles and establishes a standard for responsible business conduct.

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2.1 Labor law compliance

Our suppliers have to completely comply with labor laws and human rights.

2.2 Non-Discrimination

Our suppliers must respect the dignity of employees and treat them fairly and equally, without discrimination based on race, religion, gender, age, education, beliefs, or any physical disabilities.

2.3 Labor Protection

Business partners must assume responsibility as employers in treating their employees and ensure that employees are provided with protections as required by law. Employees must be at least 15 years of age. In cases where employees are between 15 and 18 years old, business partners must ensure that such employees receive all legal protections, including wages and other benefits, in full compliance with applicable labor laws.

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2.4 Prohibition of Forced Labor

Our suppliers must respect the dignity of workers and shall not engage in or tolerate any form of forced labor, coercion, confinement, intimidation, harassment, abuse, human trafficking, or any other form of violence.

2.5 Wages, Benefits, and Working Hours

Our suppliers must manage wages, compensation, overtime pay, benefits, welfare, and working hours in full compliance with applicable laws, ensuring equality and non-discrimination. Any work beyond the legal working hours must be performed on a voluntary basis by employees.

2.6 Termination of Employment

In the event that suppliers terminate employment, the termination process must comply with applicable labor laws.

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3.1 Occupational Health and Safety

Our suppliers must strictly comply with occupational health and safety laws and provide a safe and hygienic working environment in order to prevent or minimize potential impacts from injuries or illnesses arising from accidents and emergencies.

3.2 Personal Protective Equipment (PPE)

Our suppliers must provide employees with personal protective equipment (PPE) that is functional, appropriate for the tasks, and sufficient in quantity.

3.3 Emergency Preparedness

Our suppliers must assess potential situations and emergencies, establish control plans to respond to such emergencies, and provide continuous training and communication to employees to ensure they have the understanding to act correctly and safely in the event of an emergency.

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4.1 Laws, rules, and regulations compliance

Our suppliers must comply with environmental laws, regulations, and requirements, and fully manage pollution and waste in accordance with factory operating licenses or other relevant permits.

4.2 Efficient resource allocation and environmental-friendly management

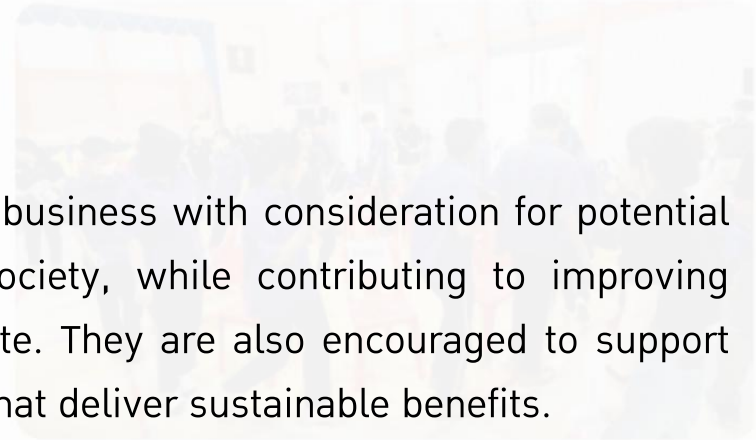
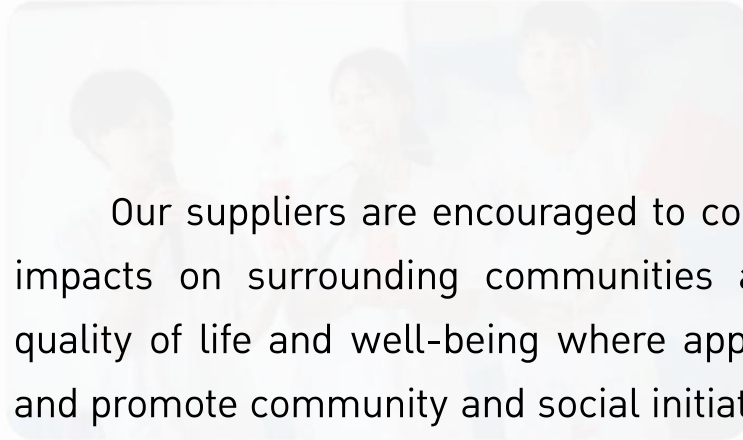
Our suppliers should utilize resources efficiently by applying the 3Rs principle: Reduce, Reuse, and Recycle. They should also choose environmentally friendly products and services and exercise caution in operations that may impact the environment.

4.3 Development of strategies to mitigate and prevent environmental impacts

Our suppliers should promote energy efficiency throughout the value chain, including raw material sourcing, production, transportation, and services. They should also establish greenhouse gas (GHG) inventories and support actions to reduce GHG emissions, thereby contributing to the mitigation of climate change impacts.

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Our suppliers are encouraged to conduct business with consideration for potential impacts on surrounding communities and society, while contributing to improving quality of life and well-being where appropriate. They are also encouraged to support and promote community and social initiatives that deliver sustainable benefits.





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