



บริษัท อีสเทิร์นโพลีเมอร์ กรุ๊ป จำกัด (มหาชน)

Eastern Polymer Group PLC.

จรรยาบรรณคู่ค้า

(SUPPLIER CODE OF CONDUCT)

Supply Chain Management

Revision : 01

Effective Date : 10 December 2024

EASTERN POLYMER GROUP SUPPLIER CODE OF CONDUCT

Eastern Polymer Group & its subsidiaries (hereinafter referred to as “EPG”) set out the standard expected of its Suppliers through this Code of Conduct. Supplier herein refer to person or company who provides goods and services to EPG. EPG expect all its Suppliers to adhere to the highest ethical standards when conducting business with EPG. This code of conduct also focuses on sustainable development (Environmental, Social, and Governance) to ensure sustainable growth of EPG group and its Suppliers. Suppliers are encouraged to deploy this Code of Conduct to their suppliers.

Business Ethic

- Suppliers must conduct their business complying with applicable laws and regulations of the country in which they operate or do business with. Economic sanctions and export control shall also be taken into consideration. Known incompliances shall be close out at the earliest opportunity
- Supplier must provide full and accurate disclosure of information as stipulated by law
- Supplier must conduct business responsibly to ensure fair and transparent treatment to all stakeholders
- Supplier shall diligently ensure product and/or service are provided as per agreement on a timely and cost effective manner. Non conform product and/or service shall be promptly taken care of and actions in place to avoid future reoccurrence
- Supplier shall maintain a commitment to a full responsibility for the quality of the products and/or service provided to EPG
- Supplier are expected to implement mechanisms to identify, determine and manage risk in all business process and strive for continuous improvement across all activities. Supplier shall have Business Continuity Plan (BCP) in place as part of business risk management
- Supplier shall maintain effective privacy and cyber security practices through responsibly managing and safeguard their computing environment utilizing appropriate technical and organizational data security controls

- Supplier shall not defame and/or slander against competitors without evidences. Supplier shall not enter into an agreement with any entity that will decrease business competition

Environmental Aspect

- Supplier will comply with all applicable environmental regulation and law and shall have an environmental management system. Required permits, licenses, registration and systems will be obtain and continuously keep up to date and maintain compliance at all time
- Supplier shall put efforts to optimized the use of resources effectively and efficiently along the supply chain while maintaining environmental responsibility. This includes but is not limited to raw material, energy, water, etc
- Supplier's waste generation shall be monitored, minimized or eliminate at the source or by practices that minimize the impact to the environment of the waste generation
- Supplier will have process in place to ensure safe handling, movement, storage, recycling, reuse and management of waste, air pollution emissions and waste water discharge. Any of the mention activities that have the potential to adversely impact human or environmental health will be appropriately managed, measured, controlled and handled prior to release of any substance into the environment. Supplier's environmental management system shall prevent or mitigate accidental release of harmful substance into the environment while ensuring reporting of any deviation from the standard
- Supplier must ensure biodiversity impact of their surrounding shall be minimized or eliminated. Supplier shall take initiative to ensure that their surrounding biodiversity is protected
- Supplier shall ensure restricted material are not present in products while assuring conflict minerals presence in products are disclosed and are sourced through responsibly supply chain practices
- Supplier shall commit to achieving energy efficiency of business activities to reduce energy consumption and reduce greenhouse gas (GHG) emissions. Supplier shall implement renewable energy policy as part of decarbonisation activities initiative. Ensuring activities contributing to climate change is monitor, minimize and reported

Social Aspect

- Supplier is expected to protect the human rights of their employees and treat them with dignity and respect. Supplier should act with no favoritism due to similarities or difference in race, religion, gender, age, education, nationality, physical characteristic, sexual orientation or any unlawful criterion under applicable law
- Supplier shall ensure compliance or exceeding that of local laws and regulations relating to working conditions, working hours, compensation, welfare package, recruitment, freedom of association and right to collective bargaining. Known incompliance will be closed at the earliest opportunity
- Employee shall be encourage to raise any activities deem unsafe to their work process and/or area in which supplier shall conscientiously investigate and provide appropriate corrective action
- Supplier shall avoid any sort of child labor in their supply chain. Supplier shall not engage in any employment of people against their own free will or be complicit in or benefit from any form of forced labor or modern slavery
- Supplier shall provide adequate training to all employees so that they can carry out their work efficiently and safely. Supplier shall also ensure proper equipment are provided at employee work station while also ensuring work station are routinely inspected for unsafe condition
- Suppliers shall have transparent and fair mechanism to address issue raise by employee in which supplier shall investigate, protect whistleblower confidentiality and provide appropriate corrective actions
- Supplier shall positively engage and contribute to the community to build and strengthen relationship, implementing activities benefiting to the surrounding community and society as a whole

Anti-Corruption Practice

- Supplier is expected not to practice or tolerate any form of corruption, extortion, fraud or bribery. Suppliers shall not offer or accept bribes or other unlawful incentives to/from their Suppliers/Customer. Business agreements involved in any form of bribery will be act upon and EPG will not be responsible for any damage that occurred. The impacted suppliers might be prosecuted according to related law
- Supplier is expected not to offer any gifts or other kind of personal benefit to EPG employee which will directly or indirectly benefits to future business decision
- Supplier is expected to report any known wrong doing by EPG employee through <http://www.epg.co.th>

Confidentiality and Intellectual Property Right

- Suppliers must safeguard and only make appropriate use of EPG's confidential information (such as but not limited to EPG employees' personal information, EPG unpublished financial information, Trade secret, Details of projects under development, Prototype, etc) and ensure that all of EPG employees', Suppliers' and Customers' privacy and intellectual properties rights are protected. The use of any confidential information and intellectual properties belonging to EPG is strictly prohibited unless written consent/authorization has been obtained from the authorized representative of EPG
- Supplier shall not infringe on intellectual property right of others and must use intellectual property in a manner that is lawful and does not violate commercial ethics

Conflicts of Interest

- Supplier is expected to promptly disclose any event that may constitute a conflict of interest and/or employees of the company with conflicts of interest in the Supplier, particularly in respect of finances, family members, or other person
- Any form of relationship that the supplier may have with competitors, distributors, suppliers, or any other entity with which EPG may have business relationship must not interfere with the supply of goods and services to EPG

We, the undersigned, hereby confirm that we have received EPG Suppliers Code of Conduct and have read the requirements outlined to apply in our work.

Suppliers/Supplier's Name;

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Full Name of Authorized Person(s);

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Title;

.....

Company Seal (if Any);

Signature:

Date:/...../.....

Remark: This form must be signed by an Authorized Person(s) of the Supplier and please return to the Purchasing Department.