

SUPPLIER SUSTAINABLE CODE OF CONDUCT FOR THAI RUNG GROUP COMPANIES

Thai Rung Union Car Public Company Limited and its group companies (the “Company”) are committed to sustainable business growth under the “THAIRUNG D” corporate culture and the philosophy “Think Good, Do Good, Speak Good.” These principles support the sustainable success of employees, society, communities, and the business. Responsible business conduct throughout the supply chain, including respect for human rights, good governance, and environmental protection, is therefore essential. The Company has established this Supplier Sustainable Code of Conduct in alignment with international guidelines, including the Sustainable Development Goals (SDGs) and the OECD Guidelines for Responsible Business Conduct, and with applicable laws and regulations, as a framework for responsible business collaboration.

To ensure that the business processes of the Company and its suppliers meet expectations for sustainable and responsible business conduct and comply with applicable regulations and laws, this Code provides guidance for capability development, enhanced competitiveness, and shared long-term growth. It also encourages the Company and suppliers to establish appropriate policies, structures, responsible persons, and related systems so that suppliers’ business operations align with this Code.

1) Legal Compliance

Suppliers shall strictly comply with all applicable laws, rules, and regulations in each country.

- **Compliance with Competition Laws**

Suppliers shall comply with the competition laws of each country and shall not participate in conduct that violates such laws, including monopolistic practices, unfair trade, unfair trade restrictions, unfair business practices, or abuse of market dominance.

- **Anti-Corruption**

Suppliers shall build transparent and fair business relationships and ensure that political contributions and donations comply with applicable laws. Suppliers should establish an anti-corruption policy, including prohibitions on offering or accepting gifts, services, or hospitality intended to influence business relationships or induce improper conduct.

- **Management and Protection of Personal and Confidential Information**

Personal and/or confidential information relating to customers, third parties, and employees shall be obtained lawfully, strictly controlled and protected, and used only within an appropriate scope in accordance with applicable laws.

- **Whistleblower Protection**

Complaint recipients shall keep related information confidential and consider safety. Measures shall protect employees who raise concerns, provide information, or cooperate in investigations from unfair treatment, including job reassignment, changes in duties or workplace, suspension, threats, disruption of work, or dismissal resulting from the complaint.

- **Export Control**

Exports of technologies and goods regulated by individual countries shall be governed by appropriate export procedures and controls.

- **Respect for Intellectual Property**

Suppliers shall respect the intellectual property rights of others, including patents, design copyrights, and commercial copyrights, and shall not use third-party intellectual property without authorization or unlawfully copy software or copyrighted works.

- **Responsible Sourcing of Conflict Minerals**

Suppliers shall promote the avoidance of conflict minerals, including tantalum, tin, tungsten, and gold, that may finance armed groups involved in human rights abuses.



2) Human Rights and Labor

Suppliers shall respect and comply with human rights laws and prevent or avoid human rights violations affecting employees, business partners, and local communities, in accordance with applicable legal provisions and rules.

- **Non-Discrimination**

Suppliers shall establish policies on non-discrimination and equal opportunity. Employment decisions shall not be based on race, nationality, color, sex, religion, personal background, political opinion, age, or disability.

- **Labor Protection**

All forms of violence or inhumane treatment in the workplace are prohibited, including sexual abuse, sexual harassment, harsh punishment, psychological intimidation, and verbal abuse of employees.

- **No Forced Labor**

Suppliers shall not use slave or forced labor, including physical punishment, coercion, confinement, intimidation, harassment, human trafficking, or violence in any form. Suppliers shall prohibit child labor, shall not compel employees to work without consent, and shall respect employees' rights and freedoms.

- **Working Hours**

Employees shall not work beyond legally permitted hours. Overtime and holiday work shall be voluntary, and holidays and leave shall meet or exceed legal requirements. Suppliers shall establish clear policies and measures to reduce and eliminate excessive working hours, monitor working hours and overtime regularly, analyze causes, and prepare corrective plans when limits are exceeded.

- **Wages and Benefits**

Suppliers shall comply with applicable laws concerning minimum wages, overtime pay, wage deductions, performance-based compensation, and benefits. Suppliers should strive to pay above the local minimum wage and progress toward a living wage sufficient for employees' and families' basic needs, with periodic reviews of wage adequacy.

- **No Child Labor**

Suppliers shall not employ children below the minimum legal working age.

- **Employee Dialogue and Collective Bargaining**

Suppliers shall recognize and respect employees' lawful rights to freedom of association and collective bargaining. Employees shall be free to establish, join, or decline to join employee organizations, trade unions, or worker representation without harassment, discrimination, or retaliation. Suppliers shall support good-faith collective bargaining and appropriate dialogue with employee representatives. Where the law restricts such rights, suppliers should provide other independent and lawful mechanisms for employee representation and negotiation.

- **Safety, Occupational Health, and Working Environment**

Suppliers shall provide a safe workplace and support a good quality of working life through continual improvement of safety, occupational health, and working-environment management systems. Priority shall be given to a culture of safe behavior, workplace and machinery inspections before work begins, and the use of safety innovation and technology in production, with the aim of zero accidents and losses and meeting customer safety expectations.

3) Product Safety and Quality

- **Products and Services That Meet Customer Requirements**

Suppliers shall identify customer requirements to develop and provide effective, user-friendly products, including energy-efficient and resource-efficient products or products with limited environmental impact.

- **Safe Product Delivery and Services**

Suppliers shall manufacture and deliver products and provide services that meet or exceed applicable safety, occupational health, working-environment, and other regulatory requirements in each country.

- **Delivery of Quality Products**

Suppliers shall establish a function responsible for inspecting and assuring the quality of products delivered to customers.

4) **Environment**

- **Environmental Management**

Suppliers shall comply with each country's environmental laws and regulations and should build environmental awareness into organizational culture for continual implementation and improvement. Suppliers shall assess, prevent, minimize, and restore impacts on biodiversity, ecosystems, and habitats arising from sites, raw materials, production, transportation, and supply-chain activities. Operations in protected areas or areas of high biodiversity value should be avoided, and the mitigation hierarchy of avoid, minimize, restore, and offset where necessary should be applied.

- **Energy Conservation and Global-Warming Reduction**

Suppliers shall continually conserve energy and reduce global warming from greenhouse gases, including avoiding foam packaging and promoting energy conservation. Products containing ozone-depleting substances such as CFCs, HCFCs, Halons, and Methyl Bromide shall not be used, in accordance with environmental and energy-conservation policies.

- **Prevention of Air, Water, and Soil Pollution**

Suppliers shall comply with applicable national regulations concerning air, water, soil, and similar pollution. Pollution-causing raw materials shall be monitored, and continual measures shall be implemented to reduce and prevent contaminant releases and environmental pollution.

- **Resource Efficiency and Waste Reduction**

Suppliers shall comply with applicable laws on waste disposal and recycling and shall reduce water use and improve water reuse efficiency. Suppliers shall establish policies, targets, and action plans to reduce waste at source, prioritizing prevention, material reduction, reuse, repair, and recycling before disposal. Hazardous and non-hazardous waste shall be properly classified and managed, quantities monitored and reported, and performance continually improved.

- **Chemical Management**

Chemicals that may affect the environment shall be properly managed. Products and production processes shall not contain chemicals prohibited by applicable national laws. Emissions shall be reported to and accepted by relevant regulatory authorities, such as competent industrial and environmental agencies.

- **Chemical Management**

Chemicals that may affect the environment shall be properly managed. Products and production processes shall not contain chemicals prohibited by applicable national laws. Emissions shall be reported to and accepted by relevant regulatory authorities, including competent industrial and environmental agencies.

5) **Business Continuity Management**

Suppliers shall analyze and manage internal and external crisis risks, develop and implement business continuity plans, and review them regularly to minimize business impacts and restore normal operations quickly. Suppliers shall maintain safe and continuous production and delivery without compromising customer requirements or stakeholder and business-partner confidence during disruptions or crises.

6) **Social Responsibility**

The Company encourages suppliers to participate in and develop communities affected by their operations, in accordance with CSR-DIW, ISO 26000, or equivalent practices, as appropriate to the supplier's resources and organizational capabilities.

The Company shall communicate this social and supply-chain code of conduct to all relevant suppliers worldwide. Suppliers shall communicate and pass the requirements to subcontractors and lower-tier suppliers

as appropriate. The document shall be translated into relevant languages and be understandable to target users to support effective awareness, implementation, and verification.

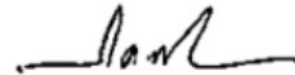
7) Stakeholder Disclosure

Suppliers shall accurately, completely, and promptly disclose financial status, operating performance, and business activities to stakeholders, and shall maintain close communication and regular understanding to build sound relationships and stakeholder trust.

Agreement and Acknowledgement

The Company requests suppliers to understand and comply with the Supplier Sustainable Code of Conduct for Thai Rung Group Companies. Before commencing business, suppliers are requested to sign this document and return only the final page.

For suppliers already doing business with the Company, please sign and return this Supplier Sustainable Code of Conduct for the next RFQ (Request for Quotation).



Phakkawat Suwanmajo

Assistant Managing Director - Procurement Oversight

Thai Rung Union Car Public Company Limited

Declaration of Compliance

This Supplier Sustainable Code of Conduct for Thai Rung Group Companies is intended to reduce business risks and foster sound supplier relationships. The Company values integrity, open and straightforward communication with suppliers, and transparency as essential to successful business relationships. I have read and understood this Code in full and confirm that the entity I represent will comply with its requirements to the best of its ability. As evidence, I hereby sign and affix the company seal.

Supplier Certification and Company Seal

**Supplier
Company
Name**

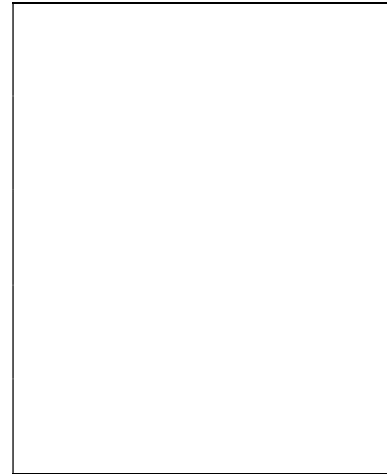
Address

Full Name

Position

Signature

Date



Company Seal

Please return the signed and company-sealed form, or a scanned copy, to Thai Rung Union Car Public Company Limited.

THAI RUNG UNION CAR PUBLIC COMPANY LIMITED		
Hard Copy:	304 Ma Charoen Road, Nong Khang Phlu, Nong Khaem, Bangkok 10160	Thotsawat Wongphayak Procurement Department, Thai Rung Union Car PCL
Email:	pcd_thotsawat@thairung.co.th or the email address of your Procurement contact	Procurement Department, Thai Rung Union Car PCL