



Serm sang Power Corporation Public Company Limited

Supplier Code of Conduct for Sustainable Business Development

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1. Introduction

Sermsang Power Corporation Public Company Limited (SSP) has the intention to position itself as an organization committed to conducting business with emphasis on good corporate governance. We prioritize environmental care (Environment: E), social responsibility (Social: S), along with morality and ethics in transparent and accountable business practices (Governance: G) through a standard management system mutually acceptable at the international level. In addition, we strive to develop and implement sustainable practices that encompass environmentally and socially responsible actions, while also focusing on creating value and maximizing benefits for all stakeholders, both internal and external. We also actively promote sustainable procurement policies and practices among our partners. The company's operations can be categorized into 6 key aspects:

1. Business ethics

- 1.1 Worker treatment and human rights
- 1.2 Occupational safety and health
- 1.3 Environment
- 1.4 Contribution to social development
- 1.5 Cooperation in innovation development

SSP shall strive to operate according to the principles of good corporate governance in order to set a good example for the company's business suppliers to conduct business with stakeholder responsibility under the “Supplier Code of Conduct for Sustainable Business Development,” ultimately leading to the sustainable growth of business partners.

2. Business Ethics

2.1 Corporate Governance

SSP's suppliers must comply with laws and regulations relevant to business conduct, as well as operate with integrity, transparency, and accountability.

2.2 Equal and Fair Treatment

The suppliers must conduct business with regard to good competition, taking into account their duties, responsibilities, and fairness to all stakeholders.

2.3 Data Disclosure and Confidentiality

The suppliers must disclose clear, accurate, and comprehensive information to the company as required by law and keep it updated. They must refrain from sharing confidential information without the company's approval and from exploiting it for personal gain.

2.4 Respect for Intellectual Property

The suppliers must respect and avoid infringing the intellectual property rights of others, including providing measures to prevent intellectual property violations.

2.5 Conflicts of Interest

SSP strictly adheres to business ethics and recognizes that organizations without morality and ethics cannot maintain business sustainability. Therefore, SSP's suppliers are expected to act likewise without taking any action to create conflicts of interest or stakes with the company's employees.

2.6 Anti-corruption

The suppliers must not support any form of corruption by instituting internal controls and internal audits, including cooperating with the company to prevent and suppress corruption.

3. Worker treatment and human rights

3.1 Compliance with Labor Laws

The suppliers must treat workers in accordance with labor laws and human rights principles accurately and comprehensively.

3.2 Non-discrimination

The suppliers must respect the dignity of employees and treat them fairly and equitably without discrimination based on any differences in race, religion, sex, age, education, beliefs, or physical disabilities.

3.3 Labor Protection

The suppliers must take on the responsibility of treating employees fairly and providing them with legal protection. Workers must be at least 15 years old. In the case of employing child

workers who are 15 years old but not over 18 years old, the supplier must ensure that they are protected and receive wages and any benefits according to their legal rights.

3.4 No Forced and Compulsory Labor

The suppliers must consider the human dignity of workers and not use labor by force, coercion, detention, harassment, human trafficking, or all forms of violence.

3.5 Wages, Benefits, and Work Duration

The suppliers must manage wages, compensation, overtime pay, benefits, welfare, and work duration as stipulated by law, and ensure equality and non-discrimination. Any need for employees to work beyond legal limits must be voluntary.

3.6 Termination of Employment

In case of termination, the suppliers must proceed with the dismissal process under labor law.

4. Occupational Safety and Health

4.1 Safety and Working Environment

The suppliers must strictly comply with occupational safety and health laws and provide a safe and hygienic working environment to prevent or minimize the potential impact of injuries/illnesses due to accidents and emergencies.

4.2 Personal Protective Equipment

The suppliers must provide the employee with personal protective equipment that is available, suitable for the job, and sufficient for the number of employees.

4.3 Emergency Preparedness

The suppliers must evaluate the situation and emergency, devise controls to address emergency conditions, and provide ongoing communication training to employees so that they can understand, respond appropriately, and stay safe during emergencies.

5. Environment

The suppliers must comply with environmental laws and regulations and manage waste pollution as required by laws. They should use resources efficiently. The company operates with 4 guidelines, including closing, adjusting, disengaging, and changing to reduce the use of

resources. Additionally, the supplier should choose environmentally friendly products and services and avoid any actions that may harm the environment.

6. Contribution to Social Development

The suppliers should conduct business by taking into account the potential impact on the community and surrounding society, and contributing to improving the quality of life and creating better livelihoods for the community and society by occasion and appropriateness.

7. Cooperation in Innovation Development

The suppliers should collaborate with product recommendations and guidelines to use innovation for positive social and environmental impact. Furthermore, they should forward this Code of Conduct for Sustainable Business Development to their partners and contractors.

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(Mr. Varut Thammavaranukub)

Chief Executive Officer

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