



BSRC

Supplier Code of Conduct

***Supplier Code of Conduct for
Sustainable Business Development***

Bangchak Sriracha Public Company Limited

Vision

วิสัยทัศน์

Shaping sustainable future with premier energy through innovative solutions

สรรค์สร้างอนาคตที่ยั่งยืนด้วยนวัตกรรมเพื่อพลังงานที่เหนือกว่า

Mission

พันธกิจ

We commit to operate our businesses in a responsible and sustainable manner, supporting the society, and supplying our high-quality products to meet the customers' evolving demand

while working towards low-carbon solutions through innovation and agility.

Core Values

ค่านิยม



Preface

Bangchak Sriracha Public Company Limited (BSRC) is committed to conducting business in a responsible and sustainable manner. We recognize that our suppliers, vendors, and contractors play a crucial role in our success, and we expect them to uphold the same high standards of ethical behavior, social responsibility, and environmental stewardship that we do.

BSRC's commitment to sustainability is guided by our vision of "Shaping sustainable future with premier energy through innovative solutions." We strive to find solutions that optimize energy challenges — affordability, security, and sustainability — and to create a sustainable and resilient energy system for the future.

BSRC is committed to respecting human rights, Sustainability growth. We believe that by working together with our suppliers, we can create a more sustainable and equitable future for all. This Supplier Code of Conduct outlines our expectations for our suppliers in the areas of ethics, labor practices, human rights, environmental protection, and health and safety. We expect our suppliers to comply with all applicable laws and regulations, as well as the principles and standards set forth in this Code.

1. **Business Ethics**

- 1.1 *Good governance*
- 1.2 *Fair operating practice*
- 1.3 *Information disclosure*
- 1.4 *Intellectual property*
- 1.5 *Conflict of interest*
- 1.6 *Anti-corruption*
- 1.7 *Code of Conduct Policy compliance*
- 1.8 *Personal data protection*

8

2. **Labor Practice and Human Rights**

- 2.1 *Labor law compliance*
- 2.2 *Equitable treatment*
- 2.3 *Labor protection*
- 2.4 *Labor force*
- 2.5 *Wages, fringe benefits and working hours*
- 2.6 *Termination of employment*

14

3. Safety and Occupational Health

- 3.1 Safety and working environment**
- 3.2 Personal protection equipment**
- 3.3 Emergency preparedness**

17

4. Environment

- 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**

19

5. Social Development Participation

21

Business Ethics

1.1 Good governance

Our suppliers have to comply with the rules and regulations relating to business conduct, adhering to accountability, transparency, and auditability under the principles of good governance to their stakeholders.

1.2 Fair operating practice

Our suppliers are committed to fair treatment and responsibility for their stakeholders in addition to operating businesses under fair competition rules.

1.3 Information disclosure

Our suppliers shall neither disclose nor execute BSRC information without prior approval from BSRC or interfere with others' confidential information.



Business Ethics

1.4 Intellectual property

Our suppliers shall respect and not violate others' intellectual property and set measures to prevent such violations.

1.5 Conflict of interest

BSRC upholds business ethics and is aware that without ethics a sustainable business cannot be realized. Suppliers, as a result, are expected to follow the same principle – refraining from all conduct that causes a conflict of interest between our partners and BSRC personnel.



Business Ethics

Business Ethics

1.6 Anti-corruption

Our suppliers shall not encourage misconduct and corruption by enforcing anti-corruption measures while promoting internal control and internal audit. In addition, our suppliers have to cooperate with BSRC in suppressing misconduct and corruption and participating in the declaration of the Thai private sector opposing any kind of misconduct and corruption.

1.7 Code of Conduct Policy compliance

Our suppliers must strictly adhere to ethical business practices without engaging in corruption, bribery, or illegal activity. This includes refraining from providing benefits or banquets to BSRC employees or their relatives on any occasion and refraining from doing business with them to connect with BSRC's business operations.



Business Ethics

1.8 Personal data protection

Our suppliers are required to fully abide by all applicable laws on the protection of personal data, including policies, requirements, rules, or regulations relating to the collection, use, and disclosure of personal data as well as providing appropriate protective measures.

In this regard, personal data will be collected, used, and disclosed as necessary and in accordance with applicable laws, policies, requirements, rules, or regulations. Our suppliers are required to ask for permission to disclose the personal information of agents, employees, or other individuals who work for BSRC.



Business Ethics

1.8 Personal data protection (continued)

For the case of disclosure of personal data requiring consent from such person and in the event that BSRC must obtain consent for the collection and use of the personal information of such persons in accordance with the law on personal data protection, our suppliers are required to obtain consent and notify such person on behalf of BSRC for the collection and use of such personal data for the purpose of performing the contract with BSRC.



Business Ethics

Labor Practice and Human Rights

2.1 Labor Law Compliance

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

2.2 Equitable Treatment

Our suppliers have to respect the dignity of employees and treat them fairly and equally. They must not violate human rights, use forced labor, or discriminate, even in the presence of differences in nationality, religion, gender, including LGBTQ+ diversity, age, education, beliefs, disabilities, or any other matters. They are obligated to respect the right to collective bargaining and freedom of association to join or not to join associations, unions, or various organizations as provided by law.

2

Labor Practice and Human Rights

2.3 Labor Protection

Our suppliers, as employers, have to protect their employees with their responsibilities as stated in related laws. The supplier's employees must be at least 15 years old. In the case of members of the workforce aged between 15 and 18, if unavoidable, they have to be protected, including their wages and other benefits and rights, in accordance with labor laws.

2.4 Labor Force

Our suppliers shall not force their labors in any form of forced labor that include physical punishment, threat, detention, intimidation, harassment, human trafficking, or violence. In addition, suppliers shall have a complaint handling system with appropriate mechanisms, including keeping the complainant's information confidential.



Labor Practice and Human Rights

2.5 Wages, Fringe Benefits and Working Hours

Our suppliers shall strictly follow related laws about wages, overtime fees, remunerations, working hours, and welfare according to laws on time and also equal pay for equal work. In addition, suppliers must not force employees to work overtime longer than specified by laws. If necessary, this must be voluntary.

2.6 Termination of Employment

In case of employment termination, our suppliers have to follow related legislation with fairness.

2

Safety and Occupational Health

3.1 Safety and Workplace Environment

Our suppliers shall strictly follow laws which were related to safety and occupational health, providing a healthy and safe work environment to reduce and control the effect of injuries/ illness/ incidents and emergency cases. In addition, suppliers should be encouraged their employees to raise safety concerns without fear of retaliation.

3.2 Personal Protective Equipment (PPE)

Our suppliers shall provide their employees with suitable and sufficient personal protective equipment.

3

Safety and Occupational Health

3.3 Emergency Response Preparedness

Our suppliers shall identify and evaluate any emergency situations, including preparing emergency plans and response procedures, and continuously provide training to their employees to ensure that they understand, take appropriate actions, and safely when an emergency occurs.

Our suppliers must report to BSRC immediately in the event of an emergency (e.g., spills, fires, complaints, non-compliance with the license, etc.) that may affect BSRC during operations or in the area of responsibility of BSRC.

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Environment

4.1 Laws, rules, and regulations compliance

The requirements of the factory license or other pertinent permits must be adhered to in full by our suppliers. In compliance with the law, they should have environmental management systems, such as waste management systems, effluent quality control systems, and air quality control systems. Moreover, they should support the development of environmental management to achieve the Green Industry Level 2 (GI Level 2) onwards.

4.2 Efficient resource allocation and environmental-friendly management

The 3Rs: Reduce, Reuse, and Recycle should be adopted by our suppliers, who should also choose environmentally friendly goods and services and be mindful while doing any activities that could harm the environment including Biodiversity.

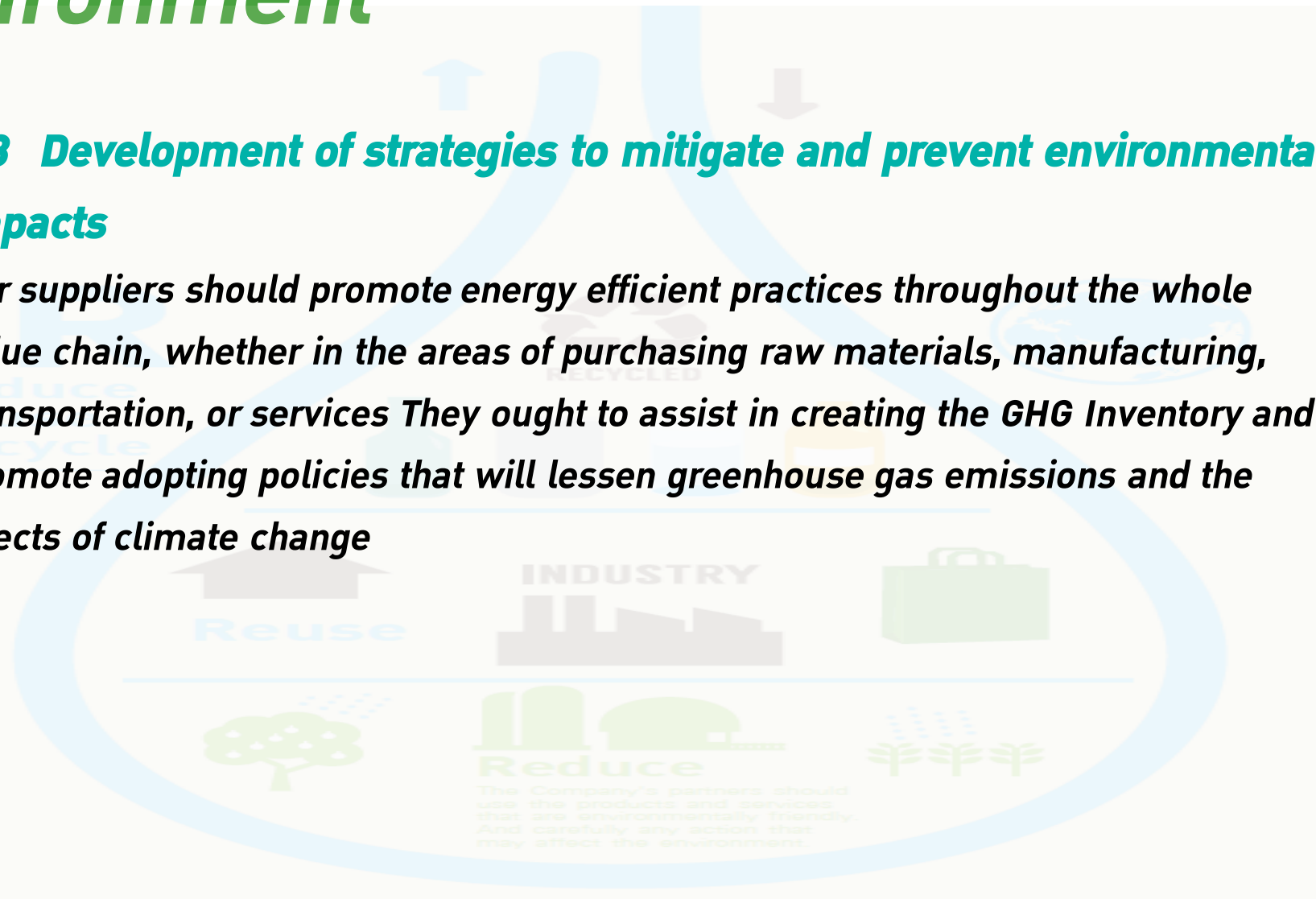


Environment

4.3 Development of strategies to mitigate and prevent environmental impacts

Our suppliers should promote energy efficient practices throughout the whole value chain, whether in the areas of purchasing raw materials, manufacturing, transportation, or services They ought to assist in creating the GHG Inventory and promote adopting policies that will lessen greenhouse gas emissions and the effects of climate change

4



Social Development Participation

Our suppliers should conduct business that takes into consideration community and societal concerns and the effects business operations may cause to the surrounding community and participating in the improvement of their quality of life.

5

Supplier Acknowledgement Form

I have read, comprehended, and agreed to abide by BSRC's Supplier Code of Conduct for Sustainable Business Development. I'm prepared to do so in all regards related to sustainable business operations. I will keep evidence of compliance with this guideline and deliver it to BSRC as requested.

Company name	
Name - Surname	
Position	
Address	
Signature	
Date	

The document must be signed by authorized signatories and affixed with the company seal.

Please send a completed form to purchasing@bangchak.co.th.

For more information, please contact the Procurement Management Department, Bangchak Corporation Public Company Limited

Tel. 02 335 4301 to 19.

