

Code of Conduct for Business Partners

MBK Public Company Limited and its affiliates, hereinafter collectively referred to as 'MBK', adhere to the principles of conducting business with transparency, integrity, and legal compliance, in accordance with good corporate governance. MBK also places importance on promoting social and environmental quality in line with the principles of sustainable development.

In order to accomplish the intended objectives, the integration of business partners' participation in conducting business based on social and environmental responsibility and ethical practices is a key factor in developing a sustainable supply chain. This allows MBK and its partners to grow together and extend the benefits of development to society at large.

MBK aims for all of its business partners to adopt practices that prioritize ethical business conduct in compliance with the law, uphold labor practices in accordance with human rights principles, ensure safety and proper occupational health management, as well as environmental protection. These practices should also be appropriately extended to the partners' relevant stakeholders.

MBK recognizes that business activities are closely connected with suppliers of goods and/or services, or 'business partners', who are key stakeholders playing a vital role in supporting various activities, services, and resources that drive business continuity and contribute to the Company's success. The following operational principles apply:

1. Business Ethics

1.1. Conducting Business with Integrity

- Business partners must operate with honesty, integrity, transparency, and in compliance with applicable laws.
- Business partners must disclose information accurately and completely as required by law and be open to audits or inspections by MBK or authorized agencies.

1.2. Promoting Fair Competition

- Business partners must conduct business in accordance with the law, avoid monopolies, prevent trade barriers, and refrain from engaging in any actions that would result in improper benefits for themselves or others.

- Business partners must treat competitors fairly within the framework of competition rules.
- Business partners must not seek confidential information from competitors through dishonest or improper means.

1.3. Anti-Corruption

- Business partners must collaborate with MBK to fight against all forms of corruption and bribery, whether direct or indirect, and must not offer or accept bribes to facilitate business operations or gain a commercial advantage and/or unfair competition. They should avoid engaging in business activities that involve conflicts of interest.
- Business partners must not solicit, accept, or offer any gifts, assets, or other benefits to individuals or groups involved.

1.4. Conflict of Interest

- Business partners must not seek improper benefits from any relationship with MBK's directors, executives, or employees. They must not seek personal gain or provide benefits to close associates through positions, duties, or opportunities arising from their collaboration with MBK.

1.5. Personal Data Security

- Business partners must protect the confidentiality of customer and/or business partner information of MBK by handling it properly and in compliance with the Personal Data Protection Act B.E. 2562 (2019) (PDPA). They must not use such confidential information to seek personal gain or benefits for any other party.

1.6. Respect for Intellectual Property

- Business partners must operate in compliance with laws or regulations related to intellectual property, recognizing the importance of respecting intellectual property rights and taking care to avoid infringing on the intellectual property of others.

2. Labor and Human Rights

2.1. Compliance with Labor Laws and Human Rights Principles

- Business partners must conduct business without using forced labor in any form, including physical abuse, threats, confinement, human trafficking, or any violation or violence.
- Business partners must conduct business without employing child labor under the legal minimum age requirements.
- Business partners must conduct business without engaging in illegal employment practices. For foreign or migrant workers, they must obtain proper permits and register employment with government authorities in accordance with the law.

2.2. Equal Treatment of Workers

- Business partners must promote awareness of human rights, free from discrimination based on race, nationality, gender, gender identity, age, skin color, religion, place of origin, marital status, physical condition, expression of differing opinions, or social status.

2.3. Working Environment

- Business partners must not force employees to work beyond the legal working hours.
- Business partners must ensure employees are entitled to leave days as prescribed by law.
- Business partners must pay wages and benefits fairly and in accordance with the law, especially the minimum wage and overtime pay.
- Business partners must not terminate employment contracts without just cause. In case of dismissal, the procedures outlined by law must be followed.

3. Occupational Health and Safety

3.1. Business partners must strictly comply with occupational health and safety laws.

3.2. Business partners must ensure the safety of employees and related parties by creating and promoting safety and hygiene in the workplace.

3.3 Business partners must provide adequate basic facilities and necessary equipment to reduce the risk of accidents and health impacts that may arise from work activities, including the proper provision of first aid equipment at the workplace.

3.4 Business partners must have an emergency plan or contingency plan in place to effectively respond to accidents in emergency situations and conduct regular drills.

4. Environmental Management

4.1. Business partners must strictly comply with environmental laws.

4.2. Business partners must implement measures to prevent and reduce environmental impacts resulting from production processes, storage, transportation, and disposal of goods and services.

4.3. Business partners must avoid using raw materials and chemicals that are hazardous or legally restricted. If the production process requires the use of hazardous raw materials and chemicals, business partners must implement preventive measures to reduce the impact, as outlined in item 4.2.

4.4. Business partners must identify and notify MBK when hazardous substances or chemicals that impact the environment are used in production and/or service provision. They must also have a clear plan for handling, transportation, and disposal in accordance with legal requirements, ensuring no negative impact on the environment, communities, or surrounding society.

4.5 Business partners must operate responsibly towards the environment, using energy and resources efficiently and effectively. They must apply the principles of the 3Rs: Reduce, Reuse, and Recycle, to conserve natural resources and mitigate environmental impacts such as greenhouse gas emissions, waste reduction, air pollution, wastewater from operations, and others.

4.6 Business partners must communicate and raise awareness of environmental responsibility among employees within the organization.

5. Collaboration in the Supply Chain

Business partners must encourage their own partners or subcontractors to adhere to the principles outlined in this Business Partner Code of Conduct, treating them as a standard for conducting business together.

I, Company/Partnership Name/Mr./Miss, do hereby agree to comply with the details outlined in this Business Partner Code of Conduct both now and in the future, in all circumstances, whether acting as a buyer, seller, employer, contractor, or in any other contractual capacity with MBK.