

Guideline for Business Conduct with Partners of S&J International Enterprises Group of Companies

Supplier Code of Conduct

S&J International Enterprises Public Company Limited and its subsidiary companies is committed to protecting its business partners from legal and regulatory risks, including the risk of operational disruption that may damage reputation in environmental, social, and ethical issues.

Scope

The term "partner" or "supplier" under this guideline or Supplier Code of Conduct applies to business partners having agreements to purchase goods or services from **S&J International Enterprises Group of Companies** for all types of products and services. Therefore, partners or suppliers include distributors, brokers, consultants, contractors, wholesalers and sellers of products or services. In addition, this guideline is enforced according to international principles and **S&J International Enterprises Group of Companies** expects that business partners not under the Group's financial control also have their business guidelines in the same direction.

Policy

S&J International Enterprises Group of Companies believes that the Group's good reputation and sense of responsibility will be passed on to its "partners" or "suppliers" in every procurement process, whether it be products, services, or business processes. **S&J International Enterprises Group of Companies** has defined the sustainability of its business conducts in 3 aspects as follows:

1. Environmental Aspect

1.1 Environmental Management

Suppliers must have an environmental management system that complies with relevant laws, rules, and regulations. This can lead to the development of work efficiency continuous improvement, both presently and in the future. The primary focus is to prevent and reduce environmental pollution and promote the most economical and efficient use of resources in the production process.

1.2 Energy Efficiency and Climate Change

Suppliers must commit to improving the energy efficiency of their business processes, which plays a part in contributing to reducing greenhouse gas emissions. They should also support and promote projects to reduce air pollution for the better at all times.

1.3 Waste

Suppliers must manage, treat, release, or dispose of waste generated from business operations in compliance with the applicable laws and regulations, as well as having inspection and control measures that are in accordance with international principles.

1.4 Chemicals and Hazardous Substances

Suppliers must handle chemicals and hazardous materials safely and dispose of them correctly and properly according to the law without affecting the environment.

2. Social Aspect

2.1 Occupational Health and Safety

Suppliers must provide a health, occupational health, and safety policy to promote a safe and hygienic working environment. This includes providing adequate and appropriate personal protective equipment to employees. Furthermore, suppliers shall give employees the opportunity to bring up their concerns and issues regarding safety at work without it being considered an action against the disciplines.

2.2 Equal Treatment

S&J International Enterprises Group of Companies supports employment equality and does not tolerate discrimination due to competition, as well as discrimination on race, nationality, age, religion, gender, sexual orientation, or disability and any form of unequal treatment.

2.3 Labor and Child Labor

Suppliers must not employ underage workers (including forced labor) as per the regulations set by national law. Workers must be at least 15 years old, and hiring must not be forced or involuntary in any form.

2.4 Working Conditions

Suppliers must adhere to applicable local laws and relevant regulations on working conditions, including working hours, compensation, and termination.

2.5 Participation in the Community

Suppliers must establish and maintain participation in the community to remain effective in building and strengthening relationships in the work areas. This includes conducting a systematic evaluation of community engagement projects and having an ongoing operational plan on an annual basis.

3. Business Ethics Aspect

3.1 Compliance with requirements of laws

Suppliers must conduct business in compliance with the laws, both transnational law and national and local laws, including applicable regulations that relate to business operations and the required licenses in that location.

3.2 Corruption and Bribery

S&J International Enterprises Group of Companies has an anti-corruption policy that demonstrates its intention to adhere strictly to the policy regarding corruption, extortion, fraud, or bribery. If any trading partner is involved in the payment or receipt of bribes, the contract will be terminated. S&J International Enterprises Group of Companies will not be liable for any resulting damages to the trading partner due to such contract termination and the partner may face legal prosecution as per the law.

3.3 Rewards and Gifts

Suppliers should be aware that employees of S&J International Enterprises Group of Companies will not accept or offer gifts, prizes, or souvenirs that could influence their operational decisions or create unfair advantages.

3.4 Business Confidentiality

Suppliers must have a process in place to prevent the leakage of the S&J International Enterprises Group of Companies' confidential information.

3.5 Information Disclosure

Suppliers must accurately collect information and disclose information about their business, environment, social activities, structure, and operating results in accordance with the law and related regulations.

S&J International Enterprises Group of Companies requests that business partners adhere to the Group's business guidelines as mentioned above. If partners have questions, inquiries can be made directly to the Merchant Relations Management Office via email at yaowaluk@snjinter.com.

The Group announced on 1 June 2019 onwards.

Best regards,

Mr.Thirasak Vikitset

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