

Supplier Code of Conduct

Chememan Public Company Limited

Purchasing Department



Definition

“Subsidiary” means an affiliated company or a subsidiary of Chememan Public Company Limited, whether it is a limited company or a public limited company, possessing the characteristics as specified by the notifications of the Securities and Exchange Commission and the Stock Exchange.

Objectives

Chememan Public Company Limited and its subsidiaries are committed to promoting sustainable business operations within the company's supply chain by focusing on principles of good corporate governance (Governance), environmental stewardship (Environment), and social responsibility (Social). The company aims to encourage its partners to conduct business transparently and responsibly, with consideration for environmental, social, and economic impacts. This includes reducing environmental impacts from the supply chain and building long-lasting, transparent relationships with partners dedicated to sustainability.

Additionally, the company seeks to establish Chememan Public Company Limited as a recognized leader in sustainability to achieve both business and sustainability goals. This policy aligns with the vision, mission, and sustainability values of Chememan Public Company Limited, which believes that sustainable business practices benefit the business, society, and the environment. Therefore, this policy serves as a crucial tool in driving sustainability within the supply chain of Chememan Public Company Limited and in creating a sustainable future for everyone.

EXPECTATIONS FOR SUPPLIERS

OCCUPATIONAL HEALTH AND SAFETY

Suppliers of Chememan Public Company Limited and its subsidiaries must take responsibility for protecting the lives of employees, subcontractors, and other related parties by reducing work-related accidents and illnesses. Suppliers are required to have an appropriate occupational health and safety management system and adjust it to comply with the occupational health standards of Chememan Public Company Limited and its subsidiaries.

WORKPLACE SAFETY AND ENVIRONMENT

Suppliers must comply with local and national laws and regulations regarding occupational health and safety. When visiting the facilities of Chememan Public Company Limited and its subsidiaries, suppliers are required to adhere to the policies and sustainability guidelines of Chememan Public Company Limited and its subsidiaries. Suppliers must provide a safe and hygienic workplace for their employees. The workplace must comply with all relevant laws and regulations concerning workplace safety and environment. All workplace safety and environmental risks must be identified, managed, and controlled. Suppliers must provide appropriate personal protective equipment to their employees and continuously train them to use the equipment correctly. They must maintain the workplace in a clean, orderly, and hazard-free condition and have emergency plans for potential incidents such as fires, earthquakes, or chemical spills. Additionally, suppliers should consistently encourage their employees to report safety issues.

OCCUPATIONAL HEALTH, INJURIES, AND ILLNESSES

Suppliers must have an effective occupational health and safety program that includes monitoring, inspection, and reporting of employees' occupational health, injuries, and illnesses. Suppliers are required to provide and conduct appropriate occupational health and safety training for their employees. Suppliers must ensure that the workplaces for their employees are clean, well-maintained, and regularly installed and inspected to prevent damage. They must keep records and report work-related injuries and illnesses, investigate the causes, and take appropriate and fair corrective actions. Suppliers must also ensure that their employees receive the necessary medical care for work-related injuries or illnesses without discrimination.

EMERGENCY PREPAREDNESS AND SAFETY MEASURES

Suppliers should strictly enforce regulations when implementing safety and emergency preparedness measures, whether they conduct these themselves or hire others to do so. They must appropriately assess and respond to any emergency situations to mitigate the impact of such incidents. An emergency plan must be in place for potential events, along with effective operational procedures. Suppliers are required to train their employees on the emergency plan, including how to properly use appropriate emergency equipment, reporting incidents, having systems to notify employees about situations, and evacuation plans. Employees should be regularly drilled and trained to be prepared for such situations. Additionally, suppliers must have fire detection equipment and firefighting tools that can be used effectively and are regularly inspected.

Business Ethics

Suppliers must be committed to adhering to business ethics principles when conducting business with Chememan Public Company Limited and its subsidiaries in the following areas

INTEGRITY IN BUSINESS OPERATIONS

Suppliers must treat Chememan Public Company Limited and its subsidiaries—including employees, customers, and other partners—with honesty and fairness. They must not provide false statements or information and must not engage in illegal or unethical activities. Suppliers must operate transparently and impartially, appropriately disclose relevant information, and respect the intellectual property rights of others.

COMPLIANCE WITH REGULATIONS AND LAWS

Suppliers must comply with all relevant laws and regulations. They must have an effective internal control system to ensure accurate and complete compliance with laws and regulations. Suppliers must agree to promptly disclose reports of any illegal or unethical activities to Chememan Public

Company Limited and its subsidiaries. For any business operations or transactions related to legal matters, suppliers must obtain the necessary licenses or official approvals to be legitimately authorized before proceeding.

BRIBERY AND CORRUPTION

Suppliers must not offer or accept bribes or any form of kickbacks, or any other benefits that would influence decision-making in favor of themselves or any party. Suppliers must not engage in any activities that could be perceived as corrupt. Chememan Public Company Limited and its subsidiaries will not be responsible for any consequences arising from such corruption.

CONFIDENTIALITY AND DATA PROTECTION

Suppliers must keep the business information and trade secrets of Chememan Public Company Limited and its subsidiaries confidential. Suppliers must not disclose the company's information or secrets to any third party without authorization and must not misuse the intellectual property or tangible assets of Chememan Public Company Limited and its subsidiaries inappropriately.

COMPETITION AND ANTI-MONOPOLY

Suppliers must compete fairly and transparently. They must not engage in any activities that could restrict competition or create monopolies, in accordance with free trade and anti-monopoly laws and regulations.

CONFLICT OF INTEREST

Suppliers must disclose any conflicts of interest to Chememan Public Company Limited and its subsidiaries, and must avoid participating in any activities that could lead to a conflict of interest. If suppliers have situations that may cause such conflicts, they must notify Chememan Public Company Limited and its subsidiaries as soon as possible. A conflict of interest, in this context, refers to situations where suppliers are in a position to gain some benefit from personal or legal relationships

that could influence the actions or decisions of employees, management, advisors, directors of Chememan Public Company Limited and its subsidiaries, or related organizations.

SOCIAL AND PUBLIC RESPONSIBILITY

Suppliers must conduct business in a manner that considers the impact on society and the environment. They must comply with environmental laws and regulations. Additionally, suppliers should support the communities in the areas where they operate to demonstrate a genuine commitment to developing, improving, caring for, and continuously advancing social development.

Human Rights

Suppliers have a duty to treat their employees humanely and respect their rights by setting all necessary standards to be adhered to, in order to respect and promote the human rights of employees, as well as treating them with respect for their human dignity. This practice covers all types of labor, including temporary workers, migrant workers, interns, subcontractors, direct employees of the company, and all other forms of labor.

FORCED LABOR

Suppliers must prohibit the use of forced, coerced, or abused labor. All employees must have the freedom to work without fear of punishment. Additionally, suppliers must have a clear complaint system for employees to express their opinions or grievances.

CHILD LABOR

Suppliers must prohibit hiring children below the minimum legal working age in any case, according to the laws of the respective countries that permit employment.

WAGES AND BENEFITS

Suppliers must pay their employees at least the minimum wage as prescribed by law, including overtime pay and holiday pay as required. They must provide health and safety benefits to employees, ensuring that payments are made on time and in full according to workers' entitlements. Additionally, suppliers must keep records of these transactions to be always ready for audits.

WORKING HOURS

Suppliers have a duty to comply with laws and control maximum working hours within legal limits, including regular working hours, overtime hours, and holiday working hours. Suppliers must provide sufficient rest periods and vacation time to employees and must not force employees to work excessive overtime.

NON-DISCRIMINATION

Suppliers must ensure that no discrimination or harassment occurs against employees, whether related to race, religion, gender, age, or any other characteristics as defined by law. Suppliers must create a diverse and inclusive working environment and treat all employees with respect.

FREEDOM OF ASSOCIATION

Suppliers must respect employees' legal rights to organize and negotiate. They must not obstruct these activities and should collaborate constructively. Additionally, they must respect the rights of workers who choose not to participate in such activities.

Environmental Management

Suppliers must respect employees' rights to freedom of association and collective bargaining as provided by law, must not obstruct such activities, and should cooperate constructively. They must also respect the rights of workers who choose not to participate in these activities.

COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

Suppliers must comply with all relevant environmental laws and regulations. They must possess all necessary licenses and certifications and report accurate and up-to-date environmental information to the relevant authorities.

WASTE MANAGEMENT AND ENVIRONMENTAL RESPONSIBILITY

Suppliers must manage environmental impacts by setting objectives and targets for waste management to reduce environmental impacts in all relevant areas. They must implement measures to reduce waste volume, have proper management methods, allocate legally compliant disposal methods, and consider processes for utilizing resources efficiently and to the maximum benefit.

Sustainability in Business Operations

Chememan Public Company Limited and its subsidiaries promote and encourage the use of sustainable industrial production standards and operations, which are an important part of the procurement and supplier development strategy. Suppliers must have a clear vision and strategy for sustainability. The vision and sustainability strategy of the suppliers must align with the vision and sustainability strategy of Chememan Public Company Limited and its subsidiaries. Suppliers must also have action plans to achieve this vision and strategy to reduce environmental impacts from business operations and respect the human rights of employees and other stakeholders. Furthermore, suppliers must participate in the development of local communities to support social initiatives, resulting in creating economic opportunities for local communities. Communication should demonstrate transparency, and there should be monitoring and reporting on compliance with this policy.

Personal Data Protection

Chememan Public Company Limited and its subsidiaries operate in accordance with personal data protection laws, emphasizing transparency, security, and responsibility. They encourage suppliers to

operate under personal data protection laws as well. Suppliers are expected to inform individuals about how their personal data is collected, used, and disclosed, have appropriate data protection measures, and have clear complaint procedures. Additionally, maintaining good business ethics helps build trust, protect reputation, reduce legal risks, promote innovation, and increase competitiveness, leading to the sustainable success of the organization.

Duration and Scope of Commitment

The company applies this Code of Business Ethics to all suppliers and uses it as a foundation for coordination with both current and future suppliers. This Code also serves as part of the qualification criteria for those with whom Chememan Public Company Limited and its subsidiaries will conduct business. New suppliers must be evaluated to ensure their operations and systems align with the standards specified in this document. This Code of Ethics is a fundamental standard that suppliers cannot negotiate. Chememan Public Company Limited and its subsidiaries earnestly hope that suppliers will respect and strictly adhere to this Code when doing business with Chememan Public Company Limited and its subsidiaries.

If suppliers have not yet implemented the stipulated Code of Ethics, they must develop an improvement plan to achieve compliance within a clearly defined timeframe (which depends on the readiness level of the suppliers). The company group will continuously monitor progress. Chememan Public Company Limited and its subsidiaries may terminate or withdraw relationships with suppliers who repeatedly fail to comply with the Code of Business Ethics, including those who refuse to develop a plan to meet the standards. During the supplier selection process, Chememan Public Company Limited and its subsidiaries reserve the right not to consider suppliers who do not operate according to the Code of Business Ethics, as well as regulations and laws at the local, national, and international levels.

Company Contact Information

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Supplier Acknowledgment

By signing this document, I confirm that I have thoroughly read and understood the "Code of Business Ethics of Chememan Public Company Limited and its subsidiaries" before signing. I affirm that the company I represent will comply with the requirements in the " Supplier Code of Conduct of Chememan Public Company Limited" and fully agree to all the policies announced by Chememan Public Company Limited and its subsidiaries.

Signed and stamped by the supplier

Company Name :	
Name - Surname :	
Position :	
Signature :	
Date :	
Company Seal	