

Code of Conduct for Suppliers

Siam Global House Public Company Limited and subsidiary (the company) intends to operate business with integrity, ethic, legal by laws and good governance, and responsible to economic, society and environment.

The company support its suppliers to operate business with transparency, respect human rights, treat to labors fairly, comply with the safety standard, occupational health and environment. Therefore, the company has established this code of conduct and Operational Guidelines for suppliers with aim for suppliers who do business with the company to follow. This Guidelines are comprised of business operations with Business Ethics, Labor and Human Rights, Occupational Safety and Health, Environment, Laws and Regulations, and Whistle Blowing and Complaints channels.

1. Business Ethics

1.1 Business integrity and honesty

Suppliers shall operate its business based on integrity, honesty, ethics, transparency including strictly comply with the laws and regulations related to business operation. Do not act in any way that indicates an intent of bribery, corruption by offering to give money, asset, anything or other benefits included taking advantage over other person to persuade improperly individual beneficial.

1.2 Fairness

Suppliers shall operate its business with responsibility to treat fairly to all stakeholders.

1.3 Disclosure of Information

Suppliers shall disclose information correctly and completely as stipulated by law.

1.4 Keeping Confidential

Suppliers shall not disclose or use the confidential information of customers and related person of partners without their consent.

1.5 Rights in intellectual property

Suppliers shall respect intellectual property rights of others and be careful to not commit any acts that violate and/or deprive shareholders' rights.

2. Labor and Human rights

2.1 Non-discrimination

Suppliers shall respect regard of the equality, and fairness to labors without discrimination from differentiation based on body, mind, race, nationality, religion, gender, age, education or other matters.

2.2 Labor Protection

- Suppliers shall not hire child labor under the age as stipulated by law. In case that suppliers hire child labor over the age as stipulated by law, labors need to be protected according to the law including properly obtain developing and promoting the quality of life and the performance of work.
- Suppliers shall not permit female employees to perform any work as deemed dangerous and unsafe to health. In case of pregnant employees, they need to be protected and obtain benefits according to the law.
- Hiring Migrant workers, suppliers shall comply as stipulated by laws correctly and completely.

2.3 No Forced labor

Suppliers shall not use or gain benefit from forced and compulsory labor in the manner of Slave labor, comprising corporal punishment, physical coercion, imprisonment, threat, harassment, Human trafficking, or violence in any forms.

2.4 Compensation Payments

Suppliers shall provide employees' wages including overtime pay, holiday pay and benefits fairly and legally and not lower than the legal rate. Employees need to receive punctually of wages, overtime payments or any benefits.

2.5 Working Hours

Suppliers shall not permit employees to work more than working time limit stipulated by law. In order that, overtime working need to be willingness of employees including provide days-off and annual leaves according to the law.

3. Occupational Health and Safety

3.1 Safety and work environment

Suppliers shall provide safe and hygienic working conditions for employees and concerned person, reduce and control risks from accidents and health impacts which may cause from transportation and service operations including provide emergency control guidelines to reduce loss.

3.2 Personal Protection Equipment

Suppliers shall provide personal protection equipment for individual employees in accord with risks sufficient and control it usability.

4. Environment

Suppliers shall operate business with environment care, protection and efficiently use of natural resources, natural resources conservation, reduce environment impacts from operating activities.

5. Law and regulations.

Suppliers shall comply with the law, regulations, and all related rules.

6. Whistleblowing and Complaint Channel

In the event that suppliers and all stakeholders have any doubts or have found any acts deemed, misconduct or breach of laws, regulations, code of conducts and ethics or any improper acts, you can give information, or complaints through www.globalhouse.co.th in subject “Whistle-blowing”.