

Supplier Code of Conduct

Siam Global House Public Company Limited and its subsidiaries (the “Company”) are committed to conducting business with integrity, ethics, legality, and good corporate governance while being responsible to the economy, society, and the environment.

The Company encourages its business partners to operate with transparency, respect for human rights, fair treatment of labor, and a standard of Occupational Safety, Health and Environment. Therefore, the Company has established this Code of Conduct as a guideline for Suppliers to ensure that they conduct business with the Company and adhere to it. This Code of Conduct covers Business Ethics, Labor and Human Rights, Occupational Health and Safety, Environment, Laws and Regulations, and Whistleblowing and Complaints Channel.

1. Business Ethics

1.1 Integrity in Business

Suppliers shall conduct business based on accuracy, integrity, ethics, transparency, and strict compliance with all relevant laws and regulations. They shall avoid committing any corruption, such as offering or promising money, property, gifts, or other benefits to gain an unfair advantage for themselves or others.

1.2 Fairness

Suppliers shall conduct business responsibly, ensuring fair treatment of all stakeholders. Suppliers should also promote fairness in competition among business competitors.

1.3 Disclosure of Information

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

1.4 Confidentiality

Suppliers shall not disclose or misuse confidential information of customers or related parties without consent.

1.5 Intellectual Property Rights

Suppliers shall respect the intellectual property rights of others and take care not to infringe upon such rights.

2. Labor and Human Rights

2.1 Non-Discrimination

Suppliers shall ensure equality and fairness by not discriminating against employees based on physical or mental differences, race, nationality, religion, gender, age, education, or any other factors.

2.2 Labor Protection

- Suppliers shall not employ child labor below the legal age. If employing young workers who meet the legal age requirement, Suppliers shall ensure protection in accordance with the law, and promote appropriate living and working conditions.
- Female employees shall not be assigned tasks that may endanger their health and safety, and pregnant employees shall receive legal protections and benefits.
- Those employing foreign workers shall comply fully with legal requirements.

2.3 No Forced Labor

Suppliers shall not use or gain benefits from forced and slave labor, and shall refrain from physical punishment, threats, detention, intimidation, abuse, trafficking, or any form of violence.

2.4 Wages and Benefits

Suppliers shall pay wages, overtime, holiday pay, and other benefits fairly, accurately, and in compliance with the law, ensuring timely payment.

2.5 Working Hours

Suppliers shall not require employees to work longer than the legally prescribed hours. Overtime and holiday work must be voluntary, and employees should be provided with rest days and leave as required by law.

3. Occupational Health and Safety

3.1 Workplace and Environment Safety

Suppliers shall ensure a safe and hygienic working environment for employees and related persons. This includes reducing and controlling risks of accidents and health impacts from transportation and services and having emergency guidelines to minimize losses.

3.2 Personal Protective Equipment

Suppliers shall provide adequate personal protective equipment corresponding to the level of risk and ensure proper use.

4. Environment

4.1 Environmental Laws and Regulations

Suppliers shall strictly follow relevant, environmental laws and regulations.

4.2 Environmentally Friendly Business Operation

Suppliers shall act responsibly toward the environment by conserving natural resources, promoting biodiversity, reducing greenhouse gas emissions and energy consumption, and effectively handling pollution and waste.

4.3 Environmental Awareness

Suppliers shall cultivate environmental responsibility in their employees.

4.4 Risk Assessment

Suppliers shall conduct risk assessments and allow the Company to conduct On-site ESG Audits to ensure their operations align with sustainability practices (ESG).

5. Laws and Regulations

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

6. Whistleblowing Channel

If Suppliers or Stakeholders have any concerns or observe any activities suspected of violating laws, regulations, codes of conduct, or ethical standards, they can report such concerns or complaints through www.globalhouse.co.th under the “Whistle-blowing” section.

-Signed-

(Mr. Witoon Suriyawanakul)

Chief Executive Officer

Siam Global House Public Company

Limited