

SCG Supplier Code of Conduct

Introduction

SCG¹ conducts its business ethically and responsibly in line with the principles of good corporate governance. We are also committed to supporting, abetting, and safeguarding society and the environment in accordance with the sustainable development approach to achieve a balance between the economic, social, and environmental needs, enabling them to grow alongside each other in a sustainable way. SCG strives to share and encourage our suppliers², who play an important role in SCG's overall success, to pursue these common goals of ethical business practices. Not only does this reflect our commitment to being a good corporate citizen as well as our corporate governance for the benefit of society and the environment, but it also allows SCG to share our ethical practices with society at large. To reinforce the standards to which we are committed, SCG has developed the SCG Supplier Code of Conduct to provide guidelines for our suppliers to follow.

In addition to operating in compliance with rules, regulations, all applicable laws, and international best practices, SCG expects our suppliers to apply the principles in the SCG Supplier Code of Conduct in their operations. We pledge to aid, abet, and support our suppliers to operate ethically, respect labor and human rights, and adhere to ethical principles for occupational health, safety, and the environment along with monitoring suppliers for compliance with the SCG Supplier Code of Conduct.

Apart from rules, regulations, applicable laws, and SCG Code of Conduct, the SCG Supplier Code of Conduct was also founded upon internationally-accepted charters and standards including the Universal Declaration of Human Rights (UDHR), International Labour Organization (ILO), UN Global Compact, and Social Accountability International (SAI), etc.

¹**SCG** means The Siam Cement Public Company Limited and its subsidiaries. For purposes of this definition, "Subsidiaries" means

- 1 Any company or legal entity which the Siam Cement Public Company Limited has direct or indirect ownership or control of more than 50% of the voting interests of the subject entity; or
- 2 Any company or legal entity which the Siam Cement Public Company Limited has the power to govern the financial and operating policies so as to obtain benefits from its activities.

²**Suppliers** means any supplier, contractor, and/or service provider for SCG.

1. Business Ethics

1.1 Business Integrity

Conduct business in an ethical manner with adherence to correctness, honesty, integrity and transparency and strictly comply with all applicable laws and regulations and shall not participate in any fraudulent act or corruption, shall not offer, give, or promise any bribes, valuable things, gifts, or other advantages to any person, nor shall improperly influence any action or decision for their own benefit or for the benefit of any other person.

1.2 Fairness

Conduct business responsibly to ensure fair treatment to all stakeholders.

1.3 Information Disclosure

Provide full and accurate disclosure of information as stipulated by law.

1.4 Confidentiality

Do not disclose or use any confidential information of customers or related parties without consent.

1.5 Intellectual Property

Respect intellectual property rights of others and undertake not to allow violation of such rights.

2. Labor and Human Rights

2.1 Non-discrimination

Respect human dignity, equality, and fairness and shall not discriminate against employees on the grounds of physical or mental differences, race, nationality, religion, gender, age, education, or any other matter.

2.2 Labor Protection

Do not employ child labor younger than the legally required minimum age. Should child labor above the legally required minimum age be employed, their legally mandated rights shall be fully protected and proper development and promotion of quality of life and work be provided.

Female employees shall not engage in work which may harm their health and safety. Pregnant workers shall be protected and provided their legally-mandated benefits.

Employment of foreign workers must be fully compliant with the regulatory requirements.

2.3 Prevention of Involuntary Labor

Do not use or exploit forced labor through the use of corporal punishment, threat, confinement at the workplace, coercion, harassment, human trafficking or any other means of violence.

2.4 Wages and Benefits

Pay workers wages, overtime pay, and holiday pay, as well as provide legally mandated benefits accurately, fairly, and not less than the minimum wage according to applicable laws.

Wages, overtime pay or other benefits shall be allocated within the time set.

2.5 Working Hours

Do not force workers to work longer than the maximum working hours specified by applicable laws. Working overtime or working on a public holiday is voluntary. Workers must be granted holidays and leave as required by applicable laws.

3. Occupational Health and Safety

3.1 Safety and Working Environment

Implement safety systems for workers and involved persons by providing a safe and healthy work environment; reducing and controlling accident risks and health impacts associated with performance of duty, transport, and service; and establishing an emergency plans in order to reduce loss.

3.2 Personal Protective Equipment

Provide workers sufficient and reliable personal protective equipment appropriate for risk exposure and ensure its proper use and care.

4. Environment

Operate in an environmentally responsible manner, preserve the environment, utilize natural resources efficiently and effectively, conserve natural resources, and minimize the environmental impacts of their business activities consistent with the 3Rs concept as follows:

- Reduce
- Reuse / Recycle
- Replenish

5. Laws and Regulations

Abide by all applicable laws, rules, and regulations.



Should supplier fail to comply with the “SCG Supplier Code of Conduct”, SCG reserves the right to take appropriate action considering the degree of the impacts and damage incurred.

I have read and understood the “SCG Supplier Code of Conduct” and agree to comply with its content.

Name: _____

Signature: _____

Position: _____

Company: _____

Date: _____