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## Sahamitr Pressure Container Public Company Limited

### Supplier Code of Conduct

\*\* No. 1 (Approved by Chairman of the Executive Board and Managing Director on September 7, 2022) \*\*

# Supplier Code of Conduct

Sahamitr Pressure Container PLC determines to become One of the World Leading LPG Cylinder Manufacturer with Environmental Considerations for sustainable growth under ethical, transparent and traceable business practices in accordance with the principles of corporate governance, which is an important factor leading to sustainable growth. In this regard, the Company is committed to developing the potential of suppliers and passing on this intent to suppliers, who are key players in the business of the Company and a part of the Supply Chain, as the result will create to long-term value with the suppliers and competitive advantage. In order to ensure that the Company and suppliers will grow together in a sustainable manner, the Company has established the Supplier Code of Conduct to describe practical guidelines for all suppliers dealing with the Company to conduct the business with transparency and fairness, to respect human rights, to treat workers fairly, to comply with occupational safety and health standards, as well as to protect the environment.

The Company expects suppliers to strictly comply with the Supplier Code of Conduct. It has monitored the operations and is ready to promote and support suppliers to be able to fully comply with this Code of Conduct in order to create the supply chain with stability, efficiency and value to society and environment, as well as to build trust and long-term value to all groups of stakeholders

## Definitions

**Company** means Sahamitr Pressure Container PLC.

**Supplier** means any vendor, contractor or service provider for Sahamitr Pressure Container PLC.

## Guidelines

### 1. Business Ethics

1.1 Suppliers must conduct business by adhering to efficiency, effectiveness, transparency and responsibility to all stakeholders equally and fairly in order to generate suitable returns for investors, as well as to make progress and growth rate of the business stably and continuously.

1.2 Suppliers must develop management toward excellence in order to increase competitiveness

1.3 Suppliers must comply with laws, standards and good business practices, as well as disclose the financial information completely and truthfully.

1.4 Suppliers must conduct business with responsibility to society and the nation as a whole both in regard to environment and support of sustainable development.

1.5 Suppliers must conduct business with ethics, and compete in trade in a framework of fair rules.

1.6 Suppliers must always conduct business with a concern for potential risks by appropriately controlling and managing risks in all aspects.

1.7 Suppliers must support all forms of anti-corruption policies by not demanding, accepting or giving any dishonest benefits from/to suppliers, as well as making every effort to prevent corruption problems.

1.8 Suppliers must not infringe on anyone's intellectual property, whether it is an infringement of a trademark, copyright, patent or any other intellectual property, by copying, duplicating, modifying, distributing and doing any other act that infringes the intellectual property of the works, including computer software. Additionally, suppliers shall not reveal any secrets of the Company, knowledge and techniques related to business, which is deemed intellectual property of the Company, regardless of whether it is registered under the Intellectual Property Act or not.

## **2. Labor Practices and Human Rights**

### 2.1 Non-Discrimination

Suppliers must respect human rights, regard human dignity and fairness by treating employees equally without discrimination based on physical and mental similarity or difference, race, nationality, religion, gender, age, education, disability, belief, political ideology or affiliation, union membership, social status, as well as sexual orientation

### 2.2 Labor Protection

Suppliers must not use child labor under the age required by law, and employ illegal workers. In case of foreign workers, the employment must be appropriately and in accordance with the laws. Female employees are prohibited from working in manners harmful to health and safety. In case of pregnant employees, the employees must be protected and provided with benefits as required by laws.

### 2.3 Non-Forced Labor

Suppliers must use labor with regard to human dignity, and must not use labor in a manner that is coercion, detention, deprivation of rights, harassment, including all forms of violence.

### 2.4 Wages and Benefits

Suppliers must pay wages, overtime pay, off-day pay, including legal benefits, to employees not less than those specified by laws.

## 2.5 Work Schedule

Suppliers must not allow employees to work for longer periods than those restricted by laws. Additionally, overtime work or off-day work by employees must be voluntary, and the employees must have holidays and leave days not less than those specified by laws.

## **3. Occupational Safety and Health**

3.1 Suppliers must comply with laws, regulations, guidelines for occupational safety, health and environment.

3.2 Suppliers must protect the safety of their employees and those involved by providing a safe and hygienic working environment for employees, as well as provide standard and suitable personal protective equipment in order to reduce and control the risk of accidents, injuries and sickness.

3.3 Suppliers must implement plans to prepare for emergency situations, such as installation of fire protection and extinguishing systems, emergency reporting, training and rehearsing for employees on a regular basis, and communicate with employees to understand about security measures in order to practice properly and promptly when an emergency situations occur.

## **4. Environment**

4.1 Suppliers must comply with laws, regulations, environmental restrictions, and various environmental standards in order to help protect or reduce the environmental impact.

4.2 Suppliers must operate with care for the environment by focusing on energy saving and using resources wisely and effectively, as well as promoting environmentally and socially friendly business, which will benefit the business in the long run.

## **5. Social Responsibility**

Suppliers must conduct business that is beneficial to the economy and society, adhere to good citizenship, comply with the laws and all relevant regulations, and be committed to raising the quality of the community and society, as well as promote the instilling of awareness of employees for social responsibility seriously and continuously in order to create a sustainable good corporate culture. In addition, suppliers should develop plans to manage complaints from the community and provide channels and teams to receive complaints from the community in order to reduce the potential impact.

## **6. Anti-Corruption**

Suppliers must not accept any corruption, which covers business and all transactions in every country and every relevant agency. At the same time, suppliers must implement anti-corruption procedures and regularly review the procedures in order to be in compliance with changes in business laws, and maintain reputation of the Company, with which all directors, executives and employees must comply in general.

Corruption is deemed a major problem occurring in several countries around the world, whether in developed countries or a developing countries. Nowadays, corruption has become the most important problem and one of the most challenging problems in Thailand, which is a systemic problem caused by many factors. Therefore, eliminating the problems of corruption in Thailand cannot rely on the government mechanism alone but there must be coordination from all parties involved. The Company has realized this problem. Therefore, it has declared its intention to join the Thai Private Sector Collective Action Coalition Against Corruption by establishing policies and guidelines for this matter seriously. Currently, the Company has been certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption since 2016.

In this regard, Sahamitr Pressure Container PLC would like to be a part to promote the campaign for anti-corruption, and invite supplier companies, business alliances and other companies to participate in the Private Sector Collective Action against Corruption (CAC). If your companies are interested in joining the project, you can study the project details at <https://www.thai-cac.com>.

## **7. Personal Data Protection**

Suppliers must be aware of the data privacy in relation to personal information, be committed to protecting the privacy of personal information, and prioritize the respect of the rights to personal privacy and security of personal information, by establishing various criteria for the operations with strict measures to maintain the security of personal information in order to ensure that the obtained personal data will be applied in accordance with the requirements of the individuals and in compliance with the laws.

## **8. Security Measures due to the Customs-Trade Partnership Against Terrorism (C-TPAT)**

Suppliers must establish effective security practices in written/electronic format with objectives to maximize the capability of the supply chain in order to reduce the risk of loss, theft and smuggling of prohibited goods, all of which may open up opportunities for terrorists and the infiltration of terrorism in the global supply chain. Suppliers must carefully assess the performance of their supply chain by applying the security measures of C-TPAT at least annually or as deem appropriate for the situation at that time.

## 9. Whistleblowing or Complaints

In case that suppliers have found any actions of personnel or agencies under the supervision of Sahamitr Pressure Container PLC that violate laws, rules, regulations or social ethics in business, or wrongfully refrain from performing their duties, the suppliers should report or file complaints about such actions along with details and evidences through the following channels:

### Contact Information for Inquiry or Whistleblowing

Telephone 02-895-4139-54  
Facsimile 02-416-5534  
E-mail [cs@smpcplc.com](mailto:cs@smpcplc.com)  
Website [https://www.smpcplc.com/th/corporate-governance-2\\_th/](https://www.smpcplc.com/th/corporate-governance-2_th/)  
Post Mail 92 Soi Thientalay 7 (4<sup>th</sup> Intersection), Bangkhunthien-Chaitalay Road, Samaedam,  
Bangkhunthien, Bangkok 10150

In this regard, Sahamitr Pressure Container PLC shall conduct the audit according to the procedures, and record the investigation in writing without disclosing the name of whistleblowers, as well as keep the information of the complaints confidential.

To ensure that suppliers are in compliance with this Supplier Code of Conduct, the Company may conduct any audit or request any evidence from the suppliers. In case that the suppliers fail to comply with this Code of Conduct, the Company reserves the rights to consider termination of the contracts and/or to conduct any business together in the future.

Signature .....

(Mr. Surasak Urpsirisuk)

Chairman of the Executive Board and Managing Director  
Sahamitr Pressure Container PLC

## Form for Supplier to Undersign for Acknowledgement and Compliance

I have read and acknowledged the Supplier Code of Conduct of Sahamitr Pressure Container PLC, and agreed to comply with the agreements in all aspects related to the business operations of my company. I am also ready to participate by filling out the Supplier Self Evaluation Assessment Form honestly and truthfully and to consent Sahamitr Pressure Container PLC to evaluate operations of suppliers, as well as willing to cooperate in all aspects to ensure compliance with the intent of the Supplier Code of Conduct of Sahamitr Pressure Container PLC.

The Supplier undersigns and stamps the Seal of the Company (if any)

Name of the Supplier Company : .....

Address: .....  
.....

.....

(Signature)

(.....)

Position: .....

(Seal of the Company)

Date: ...../...../.....