

Supplier Code of Conduct

TTW Public Company Limited and subsidiaries

TTW Public Company Limited and its subsidiaries (the “Companies”) are committed to preventing its business partners from operational risks arising from law and regulations and business continuity. Those risks can possibly pose the adverse impact to the Companies in term of environmental, social, and ethical aspects.

Scope

“Business Partners” or “Suppliers” under the scope of this Supplier Code of Conduct covers the business partners with the agreement to sell goods and services to the Companies regardless the type of products or services. Therefore, the suppliers are not limited to distributors, brokers, consultants, wholesaler, and traders. This Code of Conduct is applicable within the Companies and expected that the suppliers will also apply this guideline to their own business partners at the same degree.

Policy

The Companies are confident that their reputation and accountability will be shared to all business partners for all sourcing of products, services, business process. The Companies define the business sustainability into 3 aspects as follows:

1. Environmental Aspect

1.1 Suppliers should have the environmental management system in accordance with the law and regulations which can lead to continuous improvement in order to increase the efficiency.

1.2 Suppliers shall carry out their businesses to be sustainable and in line with resource efficiency i.e. reduce the energy consumption, use the renewable energy, promote the 3R concept (Reduce, Reuse, Recycle) to employees.

1.3 Suppliers shall pay significant attention to the climate change, pollution prevention, greenhouse gas emission reduction, no environmental destruction, no deforestation, and promotion of the reservation for nature and environment to employees.

1.4 Suppliers shall manage, preserve, release, eliminate the waste occurred from the business operations in accordance with the law and regulations by checking and controlling the process in line with the Companies' guideline.

1.5 Suppliers shall handle the toxic and hazardous chemical and subjects with care including the proper management and elimination in line with the law without affecting the environment.

2. Social Aspect

2.1. Suppliers shall provide the health and safety policy to support the safe and proper working environment including the suitable and adequate personal protection equipment and opportunities for employees to raise the safety concerns without being considered as disciplinary violence.

2.2 Suppliers should anticipate, identify, prepare and evaluate the situation and emergency and also should have the plan and procedure to respond to the emergency in order to relief the tension of that situation.

2.3 The Companies do not support the employment inequality or discrimination on competition, race, nationality, age, religion, gender, sexual orientation, disability, or any form of inequality.

2.4 Suppliers shall prevent the occurrence of any harassment incidents, bullying, violent acts in the workplace and working environments of their employees.

2.5 Suppliers shall not hire the underage workers (including abuse of labor) in accordance with the national law, in which, the employees must be at least 15 years old and the Companies shall not employ any form of unwilling or forced labors.

2.6 Suppliers shall accept the rights of employees to join or not to join the association, labor union, federation and negotiation / bargaining.

2.7 Suppliers shall comply with the applicable local law and regulations pertaining to working condition including working hours, compensation and termination.

2.8 Suppliers shall maintain the engagement with local community to build the relationship in the operational areas.

2.9 Suppliers shall systematically evaluate and control the environment impact which may occur from operations toward the community.

3. Ethical Aspect

3.1. Suppliers shall conduct the business in accordance with the international and local law and regulations applicable to business operations including compulsory permits and licenses.

3.2 The Companies clearly express the intention to comply with the anti-corruption and anti-bribery policy. If any suppliers involve in bribery, the agreement between the Companies and such suppliers will be revoked and terminated. And the Companies will not be responsible for any loss incurred from such revocation or termination, while, that suppliers may be filed a lawsuit.

3.3 Suppliers shall abide by the Anti-Competitive Law by conducting their business with fairness.

3.4 Suppliers shall acknowledge that the Companies' employees will not receive or give any awards, gifts, and souvenirs which will affect to the decision-making or cause the unfair benefits unless it is just a decent present as per business tradition.

3.5 Suppliers shall notify the Companies if there is any conflict of interest arising among the management, employees or staff.

3.6 Suppliers shall have the procedure to protect the information breach of the Companies

3.7 Suppliers shall keep the confidential information properly and disclose information in term of business environment, social activities, structure and performance in line with the relevant law and regulations.