

**CENTRALPATTANA**

# **CODE OF CONDUCT FOR SUPPLIER**

**Central Pattana Public Company Limited**



**CENTRAL**  
**PATTANA**

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# CENTRALPATTANA

## Central Pattana Public Company Limited Code of Conduct for Supplier

Central Pattana Public Company Limited (“the Company”) is committed to conducting its business operations in a participatory manner in alignment with corporate governance principles. This commitment is based on economic, social, environmental, and human rights and labour, including ethical considerations aimed at fostering sustainable business growth across the entire supply chain, in collaboration with our suppliers.

To formalize our commitment and expectations from our suppliers (“Supplier”), the Company has developed this Code of Conduct. This code outlines the Company’s requirements for supplier compliance with national, regional, and international regulations and standards, including but not limited to the Labour Protection Act, United Nations Global Compact (UNGC), Universal Declaration of Human Rights (UDHR), and International Labour Organization (ILO) principles.

The Company is determined that this document will guide our suppliers to conduct their businesses with morality, respect for individual liberty and rights, and a focus on providing appropriate labour welfare, upholding human rights, ensuring occupational health and safety, and promoting environmental responsibility. These expectations also extend to our suppliers’ partners.

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<sup>1</sup> the Company means Central Pattana Public Company Limited and affiliates company who hold shares both directly and indirectly and have the voting rights of more than 50 percent

<sup>2</sup> Supplier means individuals or juristic persons who is a seller of goods/services, contractors, joint investors, distribution agents, the Company’s advisers and/or service providers

# 1 Business Ethics

## 1.1 Business Honesty and Anti-corruption

- Conduct businesses with propriety, transparency, honesty and ethics.
- Strictly observe laws, regulations, and principles applicable to appropriate business conduct.
- Do not engage in any actions that involve the abuse of entrusted power for private gain, which may manifest as corruption and anti-bribery in any form, whether with individuals or organizations,



legal entities, or juristic persons, government officials, public service agencies, or stakeholders, to gain business advantages or unlawful benefits.

- Refrain from giving or accepting gifts, entertainment or favors to/from Company directors, executives, employees, or related individuals with the intent of influencing decisions favoring business partners.

## 1.2 Fairness, Antitrust and Anti-competitiveness

- Exercise responsibility in the conduct of business operations by treating all stakeholders with fairness and equity.
- Conduct all business activities in compliance with the law and refrain from engaging any unfair practices aimed at restricting market competition, which includes, but is not limited to cartel activities, price fixing, and anti-trust actions that may confer undue advantages to third parties.



### 1.3 Conflict of Interest

- Refrain from conflict of interest in any activity.
- Refrain from seeking any undue benefits from personal relationships with directors, executives and employees of the Company or use position-related opportunities for personal gain or that of relatives or associates arising from the businesses between suppliers and the Company.

### 1.4 Confidentiality and Personal Data Protection

- Maintain customer and business associate's confidential information and refrain from exploiting such information for personal or third-party gain.
- Only collect, use, and disclose customer and business associate information in compliance with relevant laws, respecting their rights.

### 1.5 Information Disclosure

- Only disclose information with propriety, transparency, auditability, and equity in full compliance with relevant laws.

### 1.6 Intellectual Property

- Maintain business conduct respecting the law and requirements for intellectual property rights (IPRs) recognizing the value and respect for IPRs and verify that one's business conduct avoids and IPRs violations.

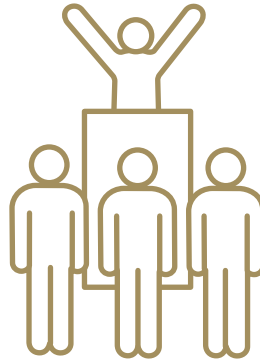
# 2 Labour Welfare & Human Rights

## 2.1 Fair and Equal Treatment

- Treat each person fairly based on their individual merit, respecting the principles of human rights, equality, and non-discrimination. This fairness should extend regardless of place of birth, origin, race, nationality, ethnicity, union status, gender, sexual orientation, age, skin color, religious belief, expression of views, physical disability, marital status or any other characteristic.
- Prevent any form of undue or sexual harassment of employees and other stakeholders, both physically and mentally.

## 2.2 Labour Protection

- Refrain from hiring illegal underage labour and child labour.
- All employees must receive all protections as specified by law including developing and enhancing the proper quality of life and work protections.
- In hiring foreign labour, suppliers must observe all laws.
- Allocate suitable lodgings for labour on construction sites with due regard for safety and hygiene, while allocating separate lodgings for children away from such sites.
- Female employees must not be made to work in a manner that may jeopardize their health and safety. In the case of pregnancy, a supplier must provide employees with all protections and benefits as required by law.
- Refrain from depriving the freedom of association and collective bargaining rights of employees in accordance with the law.



## 2.3 Forced Labour

- Refrain from any forced labour that individuals have not entered into voluntarily. This includes human trafficking, which is the recruitment, transportation, transfer, harboring, or receipt of persons through threats, slave-like treatment of labour, debt bondage labour, physical and mental punishment in all forms.
- Labour can enjoy holidays or end employment as defined by law if justified and notified to suppliers

## 2.4 Wages, Benefits and Working conditions

- Allocate wages commensurate with knowledge, ability, and caliber, suiting employees merit and no lower than the standards prescribed by law.
- Allocate work hours, overtime hours, and holidays as prescribed by law. Also, consider the physical conditions and mental demands that exist in the workplace.
- Overtime or holiday work must be voluntary.

# 3 Occupational Health & Safety



## 3.1 Safety Work Environment

- Strictly comply with all occupational health and safety laws.
- Promote and preserve the safety of employees and related parties by establishing and enhancing safety and hygiene in workplace.
- Put in place basic and adequate essential amenities and equipment to lower risks of accidents and health impacts arising from job performance, together with suitable first-aid equipment at the workplace.
- Provide monitoring and reporting systems on occupational health and safety in a transparent and ethical manner.
- Develop emergency plans for assorted work scenarios, including evacuation plans for labour/employees and training plans, and conduct regular drills.
- Promote a safety culture and provide training courses on risk assessment and risk control including safety standards and laws, for all employees and subcontractors.

## 3.2 Products & Services Quality and Safety

- Certify safety standards of products or services hired by the Company with primary regard for the safety of employees, customers, and related parties.



# 4 Environmental Sustainability

## 4.1 Hazardous Materials and Product Safety

- Ensure the avoidance of pollution by promptly notifying the Company when hazardous materials or chemicals with environmental impacts are used in production processes or services provided to the Company. Additionally, develop clear transport and disposal plans that comply with the law and do not affect the surroundings and neighboring communities

## 4.2 Efficient Use of Resources and Reduction of Waste & Pollution

- Operate responsibly by conserving energy, minimizing greenhouse emissions, and enhancing the resource efficiency in operations and throughout the product lifecycle, including raw materials and water usage. Efficiently manage resources and consider the alternative use of renewable energy sources to protect and preserve the world's climate.
- Implement pollution prevention and waste management practices by developing plans for waste reduction, air pollution control, and effluent management consistent with best environmental conservation practices.
  - Reduce
  - Reuse/Recycle
  - Replenish
- Promote the use of local raw materials and quality products that are up to standard.
- Promote the culture of corporate energy and resource-saving.



## 4.3 Give consideration to biodiversity and the conservation of land by prohibiting deforestation to protect of natural habitats.

## 4.4 Monitor and disclose environmental risks transparently and ethically.

# 5 Whistleblowing channels



If suppliers and stakeholders suspect or come across questionable actions concerning violation of laws, regulations, the Company's code of conduct, or the Company's corporate governance policy, they can inquire, provide leads, or file complaints together with evidence and other details through the following channels:

## Audit and Corporate Governance Committee

@ Email:  
[whistleblower@centralpattana.co.th](mailto:whistleblower@centralpattana.co.th)

✉ Central Pattana Public Company Limited  
Central World Offices  
999/9 Rama I Road,  
Patumwan Sub-District  
Patumwan District, Bangkok 10330,  
Thailand

## The President & CEO

@ Email:  
[CEO@centralpattana.co.th](mailto:CEO@centralpattana.co.th)

✉ Central Pattana Public Company Limited  
Central World Offices  
999/9 Rama I Road,  
Patumwan Sub-District  
Patumwan District, Bangkok 10330,  
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