



จรรยาบรรณคู่ค้า

(Supplier Code of Conduct)

Kijcharoen Engineering Electric Public Company Limited

Creator

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History of Document Amendments

Revision No.	Date	Details	Approver
00	17 February 2024	Initial Issue	Sustainability Committee
01	20 February 2026	Update the information for completeness and include an acknowledgement and compliance form for the Supplier Code of Conduct.	Sustainability Committee

KJL Supplier Code of Conduct

Supplier Code of Conduct of Kijcharoen Engineering Electric Public Company Limited

Kijcharoen Engineering Electric Public Company Limited is committed to conducting its business in accordance with the principles of good corporate governance and sound, transparent business ethics. The Company complies with all applicable laws, regulations, as well as national and international sustainability standards, while taking into account its impacts on the environment, society, and all stakeholders.

Therefore, the Company* has established a Supplier** Code of Conduct that aligns with its corporate policies and business ethics, serving as a guideline for suppliers in their business operations. The Company promotes and encourages suppliers to operate with transparency and legal compliance, respect human rights, practice fair labor treatment, ensure occupational health and safety, and manage environmental operations as required by law. Furthermore, the Company will not engage in business with any suppliers involved in illegal business activities.

In this regard, all suppliers should strictly adhere to the Supplier Code of Conduct and must comply with guidelines to prevent misconduct for personal gain and conflicts of interest. The Company also encourages and supports suppliers to join anti-corruption networks to foster sustainable business growth together with the Company.

Scope of Practice and Procurement Policies and Procedures

* “The Company” refers to Kijcharoen Engineering Electric Public Company Limited.

** “Suppliers” refers to vendors, contractors, subcontractors, and/or service providers to Kijcharoen Engineering Electric Public Company Limited.

Business Ethics

Compliance with Laws, Regulations, and Requirements - Conduct business in strict compliance with all applicable laws, regulations, and relevant requirements.

Anti-Corruption - Conduct business with integrity, honesty, and transparency, and oppose all forms of corruption.

Conflict of Interest - Refrain from seeking improper benefits from relationships or from the positions and responsibilities of KJL's directors, executives, and employees. Comply with guidelines to prevent improper personal gain and conflicts of interest.

Anti-Unfair Competition – Adhere to fair trade and competition principles in line with international standards. Do not use dishonest or improper methods to harm competitors or gain unfair competitive advantages.

Personal Data Protection - Collect, use, or disclose personal data of relevant parties obtained or acknowledged in the course of operations as a KJL business partner in compliance with applicable laws in effect at the time this Code is announced, including any amendments or replacements thereafter. Implement appropriate control and security measures to prevent unauthorized access and data leakage.

Confidentiality and Data Protection - Do not disclose or use confidential information and/or any information related to KJL's business operations obtained or acknowledged in the course of acting as a KJL business partner without consent, unless required by law. Ensure that appropriate security measures are in place for data retention.

Intellectual Property Rights - Respect the intellectual property rights of relevant parties and exercise due care to avoid infringement.

Social Responsibility - Conduct oneself as a responsible corporate citizen, use resources responsibly, contribute to social development, and support environmental conservation.

Risk Management

Establish appropriate risk assessment and management processes covering both business risks and corporate sustainability risks.

Product Quality and Safety

Maintain effective quality control and safety systems to ensure that the production, storage, and transportation of products comply with relevant quality and safety standards.

Human Rights and Labor

Equal Treatment - Comply with human rights requirements and respect human dignity, labor rights, and employees' personal rights without discrimination or exclusion based on race,

color, religion, gender, age, nationality, citizenship status, sexual orientation, disability, or any other status.

No Forced Labor - Neither engage in nor support any form of forced labor, including harassment or intimidation of workers in any form. This includes prohibiting child labor, involuntary labor obtained through violence or threats, punitive measures, and any involvement in modern slavery or human trafficking.

Fair Employment and Working Conditions

- **No child labor or forced labor shall be used. In cases where migrant workers are employed**, such employment must fully comply with applicable laws and regulations.
- **Termination of employment** must be carried out in accordance with all procedures prescribed by labor law and must not be unfair.
- **Employees' working hours** must be clearly defined and must not exceed the legal limits. Overtime work must be voluntary and in compliance with applicable laws. Employees must be provided with rest days and leave not less than those required by law, in alignment with International Labour Organization (ILO) Conventions.
- **Compensation**, including working hours, wages, overtime pay, holiday pay, benefits, and welfare, must be provided appropriately, fairly, and in compliance with the law. Payments must be sufficient for a decent living and made in a timely manner, while also supporting employees' quality of life.
- **Termination of employment** shall be conducted fairly and in full compliance with applicable laws.

Freedom of Association and Collective Bargaining - Promote and respect employees' rights to freedom of association, including the right to form or join associations or labor unions, and to engage in collective bargaining freely in accordance with applicable laws.

Safety and Occupational Health

- Provide a safe, hygienic, and productive working environment in compliance with applicable laws and regulations.

- Establish and enforce safe work procedures, require the use of appropriate personal protective equipment (PPE), and implement measures to prevent accidents and potential health impacts arising from work activities.
- Conduct internal training on safety and occupational health to ensure that operations are carried out in accordance with occupational health and safety standards.

Environment

- Strictly comply with environmental laws, regulations, and standards.
- Establish appropriate environmental risk management practices and conduct business in an environmentally responsible manner, taking into account impacts on the environment, ecosystems, and biodiversity.
- Collect and maintain relevant environmental data, including greenhouse gas emissions, waste generation, energy and water consumption, air pollutant emissions, and other related information.
- Continuously improve environmental performance to ensure efficient resource utilization and minimize environmental impacts. This includes proper water management (e.g., no untreated wastewater discharge), appropriate waste disposal, waste recycling and reuse, environmentally conscious product design, the selection of natural or sustainable materials to reduce waste generation, efficient energy use, increasing the proportion of clean energy consumption, reducing greenhouse gas emissions, and assessing impacts on biodiversity.

Community Engagement

- Maintain positive relationships with local communities, avoid causing nuisance or adverse impacts, and, where appropriate, support and contribute to community development and the resolution of community-related issues.

Supplier Monitoring, Auditing, and Evaluation

To ensure effective compliance with the Supplier Code of Conduct, the Company will communicate the relevant guidelines to suppliers on an annual basis. The Company will also monitor, audit, and evaluate suppliers' performance. Suppliers are required to acknowledge, accept, and strictly comply with the requirements set forth in the Supplier Code of Conduct. Monitoring and evaluation may be conducted through satisfaction surveys, Environmental, Social, and Governance (ESG) supplier assessments, random audits through requests for relevant information, or on-site visits to suppliers' premises, as appropriate, in both online and offline formats. These measures are intended to ensure suppliers' compliance with the Supplier Code of Conduct. If any supplier is found to be non-compliant with the Code or in violation of applicable laws, rules, or regulations, the Company will consider the behavior that may cause risks or damage and may take action through discussion and/or formal written notification.

The Company promotes and supports suppliers in conducting business with transparency and legal compliance, respecting human rights, ensuring fair labor practices, maintaining occupational health and safety standards, and complying with environmental laws and regulations. All suppliers are required to strictly adhere to the Supplier Code of Conduct and comply with guidelines to prevent improper personal gain and conflicts of interest. In addition, the Company encourages and supports suppliers to participate in anti-corruption initiatives and networks, enabling sustainable growth alongside the Company.

Guidelines on Payment Terms for Suppliers

The Company places importance on treating suppliers in accordance with agreed commercial terms and contractual obligations. The standard credit term ranges from 30 to 90 days, depending on the mutually agreed conditions between the Company and the supplier. The actual average payment period remains within the agreed credit term. Further details can be referenced in the Company's Supplier Payment Policy and Payment Terms.

Acknowledgment and Compliance Form for the Supplier Code of Conduct

I have read, understood, and fully acknowledged this Supplier Code of Conduct and agree to comply with all its provisions. I also agree to retain relevant information and supporting documents to verify compliance with this agreement. Furthermore, I will study and understand the guidelines specified in this document and appropriately apply or implement them in conducting business in a proper and sustainable manner going forward.

Supplier Name:

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Name of Authorized Signatory:

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Position:

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Company Seal (if any)

Signature:

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