



## Supplier Code of Conduct

North East Rubber Public Company Limited



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## 1. Objective

To promote and encourage the partners of North East Rubber Public Company Limited ("the Company") to conduct business sustainably, with consideration for environmental, social, and governance (ESG) factors. The Company has therefore established this Supplier Code of Conduct to serve as a guideline for business operations, ensuring compliance with relevant regulations, laws, and the Company's own Code of Conduct. We emphasize that our partners conduct their businesses with transparency and fairness, respect human rights, uphold labor rights, and preserve the environment through strict adherence to this Supplier Code of Conduct. The Company is ready to support its partners in fully complying with this Code to collectively build a stable, efficient, and valuable supply chain for society and the environment.

## 2. Scope

This Code of Conduct applies to the partners of North East Rubber Public Company Limited. Partners include suppliers of goods, raw material suppliers, contractors, and service providers.

## 3. Business Ethics

### 3.1 Good Corporate Governance

- Partners must conduct their business in compliance with relevant laws and regulations, adhering to ethical principles and business conduct. They must operate with honesty, integrity, transparency, and accountability, and must not support any form of corruption, while considering stakeholders under the principles of good corporate governance.

### 3.2 Personal Data, Confidentiality, and Intellectual Property

- Partners must not disclose confidential information of the Company or any information obtained from doing business with the Company without consent, nor use it for their own benefit.

- Partners must respect intellectual property laws, including those related to trademarks and patents, and must avoid any actions that constitute counterfeiting.

### 3.3 Fair and Equitable Treatment

- Partners must conduct business transparently and treat the Company and other stakeholders fairly and equitably.
- Partners must compete honestly and fairly, without hindering trade or imposing unfair conditions that restrict others' business operations.

### 3.4 Product and Service Delivery and Quality

- Partners must deliver high-quality, safe, and environmentally friendly products and services. They must also take responsibility for the quality of products and services supplied to the Company.
- Partners must strictly adhere to the contracts and agreed-upon terms with the Company, as well as applicable legal requirements.

### 3.5 Traceability

- Partners must be able to provide verifiable evidence of the origin of products and services, confirming that they do not come from deforested areas, World Heritage sites, or areas with high biodiversity. They must also be able to demonstrate production process standards for quality and safety to relevant parties if requested.

## 4. Human Rights and Labors

### 4.1 Child Labor

- Partners must not employ children under the age of 15 or below the minimum legal age set by Thai law, or children who have not completed compulsory education in Thailand.
- Partners must not employ individuals under the age of 18 in environments that may pose a risk to their health, safety, or mental well-being.

#### 4.2 No Forced Labor and Exploitation

- Partners must not engage in any form of forced or compulsory labor, human trafficking, or exploitation of workers.
- Partners are prohibited from any form of physical, sexual, verbal abuse, or any actions that constitute bullying or harassment in the workplace.

#### 4.3 Non-Discrimination

- Partners must treat all workers equally and not discriminate based on race, religion, gender, age, skin color, physical disability, education, political affiliation, sexual orientation, or union membership.

#### 4.4 Labor Protection

- Partners must not assign female workers to tasks that may be hazardous to their health or safety. Pregnant female workers must receive protection and benefits as prescribed by law.
- If foreign workers are employed, partners must strictly and fully comply with all relevant legal requirements.

#### 4.5 Wages, Compensation, and Working Hours

- Partners must pay workers wages, overtime pay, holiday pay, and all entitled benefits as stipulated by law, at not less than the legally mandated rates.
- Partners must comply with laws regarding normal working hours and overtime. Overtime work or work on holidays must be voluntary for the workers. Furthermore, partners must ensure workers receive holidays and leave periods not less than the legally mandated rates.

## 5. Occupational Health and Safety

### 5.1 Workplace Safety and Environment

- Partners must provide employees with a convenient, safe, and hygienic working environment and implement procedures to minimize risks to employees and prevent work-related accidents.
- Partners must ensure employees have access to clean restrooms, washing facilities, drinking water, and hygienic food storage areas.

### 5.2 Personal Protective Equipment

- Partners must provide readily available and appropriate personal protective equipment (PPE) suitable for the job and sufficient for all employees.

### 5.3 Emergency Preparedness

- Partners must have an emergency response plan in place and communicate it effectively to employees to ensure correct and safe actions during an emergency.

## 6. Environment

- Partners must comply with all relevant environmental laws, regulations, and standards related to their operations. They must consider environmental risks and impacts and implement appropriate management practices concerning climate change to prevent and mitigate environmental risks and impacts.
- Partners must efficiently manage natural resources, which includes reducing greenhouse gas emissions, minimizing energy and water consumption, and reducing environmental pollution (e.g., reducing the use of chemicals and avoiding excessive use of pesticides).
- Partners must participate in the conservation of natural resources and biodiversity to maintain ecological balance.

## 7. Social Responsibility

- Partners must conduct business with respect for local cultures and traditions. They should cooperate with communities and society, and contribute to community development where appropriate and feasible.
- Partners must conduct business based on respect for community rights. They must consider the impact of their operations on communities, implement measures to prevent and mitigate potential impacts, and fairly remedy any negative impacts on communities.

## 8. Effective Implementation of the Code of Conduct

### 8.1 Communication of the Code of Conduct

- Partners must communicate this Code of Conduct to their employees, workers, sub-partners, and any other relevant parties to promote ethical and sustainable procurement throughout the supply chain.
- Partners should provide appropriate training related to this Code of Conduct to their employees, workers, sub-partners, and any other relevant parties as deemed appropriate.

### 8.2 Monitoring and Evaluation of Performance

- Partners must operate and comply with this Code of Conduct to ensure that their business operations and supply chain adhere to the principles set forth herein.
- Partners must be able to demonstrate compliance with this Code of Conduct whenever requested. This is to monitor the progress of partners and any other relevant parties in adhering to the Code. The Company may use various methods, such as:
  1. Requiring partners to self-certify their compliance with the Code; or,
  2. Conducting assessments or audits of partners at their premises and utilizing questionnaires to ensure compliance. The results of these evaluations will be monitored annually.



Therefore, this is announced for general acknowledgment and compliance.

Announced on November 1, 2564 (2021)

- Mr. Chuwit Jungtanasomboon -

(Mr. Chuwit Jungtanasomboon)

Chief Executive Officer