

Supplier Code of Conduct

Siamgas and Petrochemicals Public Company Limited has established the Supplier Code of Conduct to promote responsible business practices. It ensures all personnel, including directors, executives, and employees, act responsibly towards society and comply with legal agreements while maintaining fairness and transparency with all suppliers. This supports sustainable business growth. The key guidelines include:

1. Fair Business Practices

- 1.1 Suppliers must operate with integrity, transparency, and accountability, adhering strictly to policies and procurement procedures.
- 1.2 Prohibit all forms of corruption and avoid conflicts of interest with company personnel.
- 1.3 Confidential information must not be disclosed or used for personal gain without the company's consent.
- 1.4 Avoid damaging competitors' reputations through malicious claims.
- 1.5 Strictly respect intellectual property rights, including copyrights, patents, and trademarks.

2. Respect for Human Rights and Labor

2.1 Non-Discrimination

Suppliers must respect employee dignity, practice mutual respect, and provide equal treatment regardless of differences in physical or mental attributes, race, nationality, religion, gender, language, age, education, or social status.

2.2 Prohibition of Forced Labor

Suppliers must not use forced labor, human trafficking, or illegal child labor. Physical or mental abuse, threats, coercion, harassment, or violence of any kind are strictly prohibited.

2.3 Protection of Labor Rights

Suppliers must not employ illegal workers. Employees aged 15–18 must be provided with legal protections. Foreign workers must be employed in accordance with legal requirements.

2.4 Wages, Benefits, and Working Hours

Suppliers must provide fair compensation and benefits, meeting or exceeding the legal minimum standards, and ensure timely payment. Overtime and holiday work must be voluntary and comply with labor laws.

2.5 Termination of Employment

Termination must follow lawful procedures in compliance with labor regulations.

3. Safety and Occupational Health

3.1 Safe Work Environment

Suppliers must provide a safe, healthy, and hygienic work environment, adhering to legal requirements to minimize accidents, emergencies, and work-related injuries.

3.2 Personal Protective Equipment

Suppliers must inform employees about workplace hazards, assess risks, and provide certified protective equipment.

3.3 Emergency Preparedness

Suppliers must develop emergency response plans, including fire prevention systems, incident reporting protocols, and regular training to ensure employee safety during emergencies.

4 Social Responsibility

Suppliers must conduct socially and economically beneficial business operations. They must strictly comply with laws and regulations, actively contribute to improving community and societal quality, and foster a culture of social responsibility among employees.

5 Environmental Stewardship

5.1 Compliance with Environmental Standards

Suppliers must comply with environmental laws and regulations and support international agreements to mitigate environmental impacts.

5.2 Efficient Resource Use

Suppliers must prioritize energy conservation, efficient resource use, and promote eco-friendly business practices to ensure long-term sustainability.

6 Anti-Corruption

The company has a policy to ensure legal compliance and encourage its employees to work with integrity and ethics. It also promotes transparency and lawful business operations among its suppliers. The company fosters awareness, values, and correct attitudes at all levels, establishing effective checks and balances as well as an efficient internal control system to prevent conflicts of interest. This ensures that the company's Anti-Corruption Policy is implemented concretely. The policy has been officially enacted as a mandatory code of conduct for all employees to follow.

7 Whistleblowing and Complaints

In cases where suppliers or stakeholders have any concerns or suspect actions that may violate laws, regulations, or the code of conduct, they may report such incidents or submit complaints along with supporting details and evidence through the following contact channels:

E-mail

E-mail: auditcommittee@siamgas.com

Postal Mail

Sand to Audit Committee
Siamgas and Petrochemicals Public Company Limited
553, The Palladium Building, 30th Floor, Ratchaprarop Road,
Makkasan, Ratchathewi, Bangkok 10400