

(English Translation)



SUPPLIER CODE OF CONDUCT

WHA Corporation Public Company Limited

Reviewed and Approved by the Board of Directors' Meeting No. 6/2023 on August 10, 2023

Effective as of August 11, 2023

Supplier Code of Conduct

WHA Corporation Public Company Limited and its group of companies (“**WHA Group**”) consist of 4 main businesses, i.e., Logistics, Industrial Development, Utilities & Power, and Digital. We adhere to carrying out its business operations for sustainable growth by focusing on good governance, social and environmental responsibility for related stakeholders in order to create a balance between business operation, social, and environment benefits.

WHA Group is committed to the achievement in various dimensions as well as supply chain management by taking into account the good governance, social and environment responsibility. As a result, we establish this “Supplier Code of Conduct”, which is in accordance with WHA Code of Conduct and Practices, to be used as a standard practice guideline manual for WHA Group’s suppliers and business partners so that we can sustainably growth together.

For the benefits of this Supplier Code of Conduct, “**Supplier(s)**” shall mean a third party who supplies / provides goods or services to WHA Group, including but not limited to a vendor/ seller, a manufacturer/ producer, a provider, a service provider, a constructor, a contractor, etc.

Guidelines:

Business Ethics

- **Honesty, Integrity, and Legal Compliance**

Suppliers shall operate their businesses transparently with morals and ethics and to strictly comply with relevant laws.

- **Anti-Bribery and Anti-Corruption**

- (1) Suppliers are absolutely prohibited from acting corruptly by giving or promising to give, offering, accepting/ receiving, asking for or demanding, giving any form of bribery, whether in the form of assets, money, products/ goods or any other benefits, which is against morality and ethics, laws, rules, regulations, and other policies, to/ or from any government officer, including WHA Group’s staff, both locally and overseas, for any unappropriated benefit to organization, themselves, or other related parties.
- (2) Suppliers are required to act in accordance with the WHA Group’s Anti-Corruption Policy and Practices as published on the company website at <https://www.wha-group.com/en/corporate-governance/corporate-governance> or <https://www.wha-up.com/en/cg> (as the case may be).
- (3) Suppliers must not directly or indirectly engage in any type of misconduct and corruption practices. Suppliers shall not engage in any activity that increases the risk occurrence in corruption or dishonest practices and shall act carefully when giving or accepting gifts, presents, gratuity, hospitality, or reception to ensure that such activities shall be carried out in accordance with WHA Group’s Anti-Corruption Policy and Practices.

- (4) Suppliers shall transparently and honestly conduct their business activities with public/ private sectors. Suppliers shall comply with relevant laws in coordinating with government/ private officers and relevant persons, whether domestically or internationally.

- **Conflicts of interest**

Suppliers shall not seek benefits for themselves or for their closed contacts when conducting business with WHA Group in such a way as to create a conflict of interest.

- **Infringements of copyright and intellectual property rights**

- (1) Suppliers assure that products/ goods sold to the WHA Group do not infringe any trademark or copyright and certify that such products/ goods sold or services provided reach the quality and standards required.
- (2) Suppliers shall not disclose/ disseminate any intellectual property of WHA Group under their possession as a result of the business activities carried out with WHA Group.

- **Confidentiality**

- (1) Suppliers has duty to ensure that confidential information received from or relating to WHA Group, whether the confidential information is in a form of documents such as purchase orders, procurement agreements, and sale and purchase agreements, or any information such as customers' information, business information, trade secret of WHA Group ("**Confidential Information**"), shall not be released/ disclosed to other parties. Confidential Information shall be specifically used for purposes under the terms and conditions of such transaction as prescribed in purchase orders, procurement agreements, or sale and purchase agreements only. Suppliers are absolutely prohibited from disclosing/ releasing Confidential Information to any third parties or allowing any third parties (including but not limited to their underlying, agent, representative, staff, or employee) to disclose/ release Confidential Information of WHA Group to other parties, except for the advanced written consent from WHA Group.
- (2) The Suppliers' duty under this clause shall not apply to information or documents in the following cases:
 - (a) public information or documents with no fault of the Suppliers.
 - (b) Information or documents that the Suppliers already knew or are aware of when such information is released or transmitted to the Suppliers.
 - (c) Information or documents that a third-party release to the Suppliers and the third party is not prohibited from doing so.
 - (d) Information or documents that are released as required by law, court order, or administrative order of the government agencies.

These provisions shall be effective throughout the duration of the transaction as specified in the purchase orders, procurement, sale and purchase, or contractor agreements (as the case may be) and shall be valid for another 2 years from the last day of the purchase orders, procurement, sale and purchase, or contractor agreements (as the case may be).

- **Business activities**

- (1) For transparency and to reduce any conflicts, all business activities shall be strictly conducted in compliance with rules and regulations relevant to procurement, purchasing, accounting and finance.
- (2) Business activities shall be legally conducted according to international, national and local laws and regulations.
- (3) Suppliers shall operate their businesses on free and fair competition (anti-competitiveness).

- **Supply-chain management**

- (1) WHA Group's policies under this Supplier Code of Conduct as well as other WHA Group's standards shall be communicated and informed to our Suppliers.
- (2) Guidelines and procedures for identifying key Suppliers/ business partners shall be specified. Measures for Suppliers' risk identification and risk management relating to economic, social or environmental risks, in particular, the supplier risks, shall be also determined.
- (3) Supplier monitoring measures shall be specified to ensure that their business activities are in accordance with WHA Group's Supplier Code of Conduct and also meet relevant social and environmental standards.

- **Sustainable growth together**

WHA Group creates opportunities for communication channels to allow the sharing of information among Suppliers and stakeholders in our business activities. We believe that this will help developing and uplifting the sustainable growth together.

Social Responsibility

- **Human Right**

- (1) Suppliers must respect the human rights of all staff and employees, and shall not use forced labor or act inhumanely, including act unlawful to staff and employees in any way.
- (2) Equal treatment on fundamental rights without discrimination and harassment shall be conducted. Suppliers shall act to their staff and employees based on fairness and equality and shall not differentiate each individual due to their native, ethnicity, sex, age, color, religion, abilities, underprivileged person, social position, or any other factors.

- **Labor Right**

- (1) Labor relations should be conducted in accordance with the relevant laws.
- (2) No illegal labor be employed. In case of foreign workers, Suppliers shall legally employ them in compliance with relevant laws.
- (3) Labor shall not be engaged in activities involving trafficked or forced labor, or where individuals have been threatened or frightened or imprisoned to act. Involuntary labor is prohibited.
- (4) Employees are allowed for the right of assembly, right of collective bargaining as prescribed by laws.
- (5) Employees shall be paid appropriate and fair compensation based on type of work and time. Employees are also entitled to employee benefits, working hours, holidays and leave etc. subject to relevant laws.

- **Child's right and the offence of child labor**

Child labor is prohibited, given that, Suppliers must strictly comply with relevant laws, including the following:

- (1) must not employ a child under 15 years of age as an employee.
- (2) must not employ a child under 18 years of age to work at WHA Group's locations that are considered dangerous for children or on any building or construction site.

- **Occupational health and safety**

- (1) Safety and working environment: Suppliers are strictly required to ensure that working environments are managed in accordance with the Occupational Safety, Health and Environment law such as safety and hygienic workplace etc.
- (2) Personal protective equipment: Suppliers are required to supply personal protective equipment (PPE) to their staff and employees covering the risks where required, and to monitor and control the use of PPE in accordance with WHA Group's policies and the relevant laws.

Environment responsibility

- **Comply with relevant environmental laws and regulations.**

Suppliers are required to carry out their business operations in a manner that demonstrates respect for and responsibility towards the environment and that complies with all relevant laws, regulations, and standards.

- **Eco – Friendly and efficient use of resources.**

- (1) Suppliers shall conduct their business in an Eco - Friendly manner. Environmental impacts shall be taken into account including pollution prevention and reduction of wasteful consumption resources.
- (2) Suppliers shall preserve and protect the environment by using natural resources efficiently including reducing the overall energy consumption and encourage to utilize the alternative energy (renewable energy) and to collaborate with WHA Group to promote environmentally sustainable development.
- (3) Suppliers shall provide safe and proper waste management, wastewater management, and air pollution emissions procedures in order to reduce the greenhouse gas emission. The regular quality assessment shall be put in place.
- (4) Suppliers shall refrain from engaging in business activities in biodiversity conservation areas. They should also establish business standards to reduce impacts on biodiversity and to preserve and restore biodiversity in their business operating areas.
- (5) Goods, materials, and equipment, and in particular construction supplies, should be inspected and certified for their provenance to ensure that no items are sourced from the outstanding natural biodiversity areas.

Monitoring and Auditing

- **Procedures for monitoring and auditing**

To ensure that all Suppliers' operations are conducted in accordance with laws, this Supplier Code of Conduct, and/or their safety policies, especially the projects in community areas, WHA Group shall randomly audit inspection at least once a year if there are any complaints from the community, for instance, to monitor and report on the effectiveness of safety operations, etc.

Thus, to co-create sustainable growth together, WHA Group would like to inform our Suppliers to acknowledge and to strictly comply with this Supplier Code of Conduct.

-Somkid Jatusripitak-

(Mr. Somkid Jatusripitak)
Chairman of the Board of Directors