

# SUPPLIER AND BUSINESS PARTNER CODE OF PRACTICE

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## Introduction

Thai Beverage Public Company Limited and its subsidiary companies (“ThaiBev”) commit to conduct an effective business under good governance as a foundation of sustainable growth and social acceptance. ThaiBev has established “Business Ethics of Thai Beverage Group” for all ThaiBev’s directors (“Directors”), all ThaiBev’s executive officers (employee ranging from Assistant Vice President to the President and CEO) and employees (“Employees”) in order to meet such commitment. In addition to this, ThaiBev strongly encourages that its suppliers and business partners adopt and adhere to the same practice, as it would be beneficial to, not only ThaiBev but also its suppliers, business partners, local communities, society, and the environment in a wider range. For this reason, ThaiBev has placed significant importance on its suppliers and business partners’ capacity building, a key factor in its supply chain, by promoting sustainability development among its suppliers and business partners.

This Supplier and Business Partner Code of Practice (“Code of Practice”) is based on the same ethical standard that ThaiBev adheres to. ThaiBev looks forward to its suppliers and business partners’ compliance with it as ThaiBev is certain that by following this guideline, ThaiBev, its suppliers and business partners will achieve strong, steady, and sustainable growth together, as well as create a better society and environment.

## Scope

The requirements stated hereinafter shall apply to all ThaiBev’s Suppliers (as defined below) and ThaiBev’s Business Partners (as defined below), which shall also include other business entities of Suppliers and Business Partners which have business transactions with ThaiBev, for instance, Suppliers and Business Partners’ parent companies, affiliates, subsidiaries, and/or sub-contractors. ThaiBev also expects all ThaiBev’s Suppliers to encourage their suppliers to adhere to the principles stated in the Supplier and Business Partner Code of Practice in their own operation and to have their own supplier screening and evaluation processes.



## Definition

“Suppliers” means ThaiBev’s contractors, sub-contractors, distributors, wholesalers, manufacturers, primary producers, franchisees or licensees, brokers, and consultants.

“Business Partners” means ThaiBev’s agents, joint venture partners, and customers.

## Business Ethics

***Suppliers and Business Partners are expected to conduct their business in accordance with ethical business standards and applicable laws.***

### Anti-competitiveness

Suppliers and Business Partners shall not engage in any form of action that may prevent a fair and competitive business environment.

### Anti-corruption

Suppliers and Business Partners shall not act and accept any type of corruption, whether directly or indirectly, relating to their businesses and functions and shall avoid any course of action that is linked to any corruption as defined in ThaiBev’s Anti-Corruption Policy. For instance, Suppliers and Business Partners shall not give, offer, demand, receive or agree to receive any form of bribes as well as gifts, entertainments, or other activities having higher value than normal, which could influence ThaiBev, Suppliers and/or Business Partners’ business decisions under any circumstance.

### Confidentiality

Suppliers and Business Partners shall not, in any manner, disclose or use any confidential information of ThaiBev for their own benefit or for any illegal purposes, unless prior written consent has been obtained.

### Conflict of Interest

Suppliers and Business Partners shall avoid any circumstance that could lead to a conflict of interest with ThaiBev and are requested to immediately notify ThaiBev should they encounter any such circumstance.

### Legal Compliance

Suppliers and Business Partners shall conduct their business in full compliance with applicable laws and regulations of all countries where Suppliers and Business Partners operate.

## Environmental Management

*Suppliers and Business Partners are expected to conduct their business in an environmentally responsible manner in line with ThaiBev's Environmental Policy and applicable laws and regulations.*

### Contamination and Pollution Prevention

Suppliers and Business Partners shall conduct their business in a cautious manner that manages, prevents, and minimizes impact which may be harmful to humans and the ecosystem including greenhouse gas emission reductions, chemical contamination or leakage prevention; and shall develop responsive measures to minimize the impact towards local communities and the environment from the aforementioned scenario.

### Management System

Suppliers and Business Partners shall have in place environmental management systems in accordance with international standards or equivalent thereto. ThaiBev also expects Suppliers and Business Partners to perform environmental impact assessments.

### Water Stewardship

Suppliers and Business Partners shall optimize and improve their water efficiency where possible. Suppliers and Business Partners operating in high-water stressed areas shall establish Water Management Plan and actively monitor the impacts of their operations.

### Energy Consumption and Greenhouse Gas (GHG) Emissions

Suppliers and Business Partners shall optimize and improve their energy efficiency where possible and use environmentally friendly energy source suitable for their operations. In addition, Suppliers and Business Partners are also encouraged to measure, manage and report GHG emissions from their operations to mitigate GHG emissions and effects on climate change.

### Biodiversity Protection and No-Deforestation

Suppliers and Business Partners shall protect the natural state of ecosystem, ensuring sustainable use of natural resources, and avoid deforestation in ecologically sensitive areas.

## **Waste Management and Disposal**

Suppliers and Business Partners shall have waste management by separating waste and hazardous waste appropriately and proper waste treatment and disposal methods to mitigate the impact on environment.

## **Human Right**

*Suppliers and Business Partners are expected to treat their employees equally, with respect and dignity, in accordance with ThaiBev's Human Right Policy and Non-Discrimination and Anti-Harassment Policy, labor law of Thailand, applicable labor law of all countries where Suppliers and Business Partners operate and International Labor Organization (ILO) standards.*

## **Child and Compulsory Labor**

Suppliers and Business Partners shall not engage in or support the use of child labor under minimum age. Furthermore, young workers shall not be assigned to tasks, workplaces and/or working hours prohibited by law, nor shall they be forced to provide labor in any manner.

## **Discrimination and Harassment**

Suppliers and Business Partners shall treat their employees on equality basis without discrimination whether due to differences in ethnicity, race, nationality, gender, language, age, skin color, physical status, religion, political view, education, social status, culture, tradition, union membership and sex diversity and ensure that their workplace and any other place related to their operation has a favorable environment and atmosphere, safe and suitable to work and does not support any type of harassment whether it be sexual harassment or non-sexual harassment.

## **Human Capital Development**

Suppliers and Business Partners shall ensure that their employees receive sufficient training hours with regards to their assigned role and responsibility.

## **Layoffs Practice**

Suppliers and Business Partners' layoff practice shall be in line with applicable laws and regulations, and compensation shall be paid fairly to their employees.



## **Wages and Benefits**

Suppliers and Business Partners shall ensure that wages and benefits, including compensations and remunerations, are provided to their employees in accordance with applicable labor law of all countries where Suppliers and Business Partners operate or industry standard.

## **Working Hours**

Suppliers and Business Partners are prohibited from forcing their employees to work in excess of the maximum working hours regulated by labor laws.

## **Freedom of Associations and Collective Bargaining**

Suppliers and Business Partners shall respect the right of their employees to join trades and associations and to independently or collectively exercise their rights to bargain over employment conditions and labor relations as permitted by law.

## **Occupational Health and Safety**

*Suppliers and Business Partners are expected to procure and maintain proper workplaces and working environments which are safe and hygienic, in accordance with applicable laws.*

## **Working Conditions**

Suppliers and Business Partners shall provide a safe and hygienic workplace and/or working environment and shall ensure that sufficient and appropriate training and personal protective equipment are provided to their employees. Suppliers and Business Partners shall also develop mitigation plans for emergency situations to reduce potential losses and casualties and shall strictly comply with applicable laws and regulations.

## **Occupational Injuries and Illnesses**

Suppliers and Business Partners shall develop preventive and remedial measures to support their employees' occupational injuries or illnesses. Records of such injuries or illnesses shall also be kept appropriately in accordance with applicable laws.