

SCG Packaging's Supplier Code of Conduct

SCG PACKAGING PUBLIC COMPANY LIMITED

SCG Packaging has developed the Supplier Code of Conduct in order to develop correct understanding among suppliers of SCG Packaging and to serve as a mutual business standard to be adopted. SCG Packaging's Supplier Code of Conduct comprises the five following principles.

- 1) **Business ethics:** Conduct business with honesty; uphold fairness for all stakeholders; disclose correct and complete information; protect confidentiality; and respect intellectual properties of others.
- 2) **Labor and human rights:** Do not discriminate; attach importance to labor protection, especially child labor, women's labor, and alien labor; do not use or exploit forced labor; and ensure correct and fair remuneration, benefits, and work periods.
- 3) **Occupational health and safety:** Keep the work environment hygienic and safe; control risks of accidents and potential health impacts while on duty; and provide sufficient and ready personal protective equipment.
- 4) **Environment:** Conduct business with consideration to impacts on natural resources and the environment as per the principles of 3Rs: namely reduce, reuse/recycle, and replenish.
- 5) **Laws and regulations:** Abide by all applicable laws, rules and regulations.

"SCG Packaging" refers to SCG Packaging Public Company Limited and subsidiaries of SCG Packaging Public Company Limited according to the consolidated financial statements.

This Supplier Code of Conduct shall be effective from December 16, 2019.

Announced on December 16, 2019.

- Signed by -

(Mr. Prasarn Trairatvorakul)

Chairman of the Board of Directors



SCGP Supplier Code of Conduct

SCGP ⁽¹⁾ conducts its business with integrity in line with the principles of good corporate governance and SCG Code of Conduct and is committed to nurturing and supporting society and the environment in accordance with the sustainable development approach to achieve an economic, social, and environmental balance, enabling them to grow alongside each other in a sustainable way.

To disseminate this concept to its suppliers⁽²⁾, who play a vital role in SCGP's business success, SCGP has developed this Supplier Code of Conduct to provide guidance for applying relevant principles and concepts to their businesses and encourage them to adopt them as policies, standards, and guidelines for conducting business with their own suppliers in order to achieve fairness and transparency and generate value for stakeholders across the value chain sustainably, from the process of designing, procurement, manufacturing, provision of services, distribution and logistics, all the way to waste and post-consumer material management, as well as to promote among its suppliers good citizenship and corporate governance for society and the environment.

In addition to compliance with rules, regulations, all applicable laws, and international best practices, SCGP expects its suppliers to learn and be able to correctly apply the principles set forth in this SCGP Supplier Code of Conduct to their business operations. To this end, SCGP seeks not only to provide assistance and support, so that its suppliers operate ethically, respect labor and human rights, and adhere to principles for occupational health, safety, and the environment, but also to monitor the adoption of the SCGP Supplier Code of Conduct to fruition. Should any supplier fail to comply with the SCGP Supplier Code of Conduct, SCGP reserves the right to take due action commensurate with the degree of the impact and damage incurred.

Apart from rules, regulations, applicable laws, and SCGP Code of Conduct, the SCGP Supplier Code of Conduct was also founded upon internationally accepted charters and standards, including the Universal Declaration of Human Rights (UDHR), International Labor Organization (ILO), UN Global Compact, and Social Accountability International (SAI).

⁽¹⁾ SCGP means SCG Packaging Public Company Limited and its subsidiaries. For purposes of this definition, "Subsidiaries" means

1. Any company or legal entity which SCG Packaging Public Company Limited has direct or indirect ownership or control of more than 50% of the voting interests of the subject entity; or
2. Any company or legal entity which SCG Packaging Public Company Limited has the power to govern the financial and operating policies so as to obtain benefits from its activities.

⁽²⁾ Suppliers means any supplier, contractor, and/or service provider for SCGP.



Business Ethics

Business Integrity

SCGP suppliers shall conduct business on the basis of correctness, honesty, integrity, and transparency and strictly comply with all applicable laws and regulations in each locality or country. They shall also not engage in any fraud, corruption, or bribery in any form, such as by offering, promising, giving, demanding, or receiving any money, gifts, or other benefits from or to any government officials, government agencies, private agencies, or persons in charge, either directly or indirectly in return for a favor or neglect of duty, in accordance with the Anti-corruption Policy.

Fairness

SCGP suppliers shall conduct business responsibly to ensure fair treatment of all stakeholders as well as comply with anti-trust laws to ensure fair competition and prevent undue advantage either for themselves or others, in accordance with the Anti-trust Policy.

Disclosure

SCGP suppliers shall disclose their information with fairness, transparency, and accountability, ensuring that such disclosure is accurate, complete, current, compliant with the law, and equitable.

Confidentiality and Personal Data Protection

SCGP suppliers shall not publish or use confidential data of its customers and relevant parties without consent. Any operation related to the personal data of the customers and relevant business parties, including collection, use, and disclosure, must be conducted in such a way that fully protects the rights of the data owner and complies with the law.

Intellectual Property

SCGP suppliers shall respect the intellectual property rights of others and undertake not to allow violation of such rights.



Labor & Human Rights

Non-discrimination

SCGP suppliers shall respect human dignity, equality, and fairness and shall not discriminate against employees on the grounds of physical or mental differences, race, nationality, religion, gender, age, education, or any other matter.

Labor Protection

- SCGP suppliers shall not employ child labor younger than the legally required minimum age. Should child labor above the legally required minimum age be employed, their legally mandated rights shall be fully protected and proper development and promotion of quality of life and work be provided.
- Female employees shall not engage in work which may harm their health and safety. Pregnant workers shall be protected and provided their legally-mandated benefits.
- Employment of foreign workers must be fully compliant with legal requirements.

Prevention of Involuntary Labor

SCGP suppliers shall not use or exploit forced labor, in the form of slavery, debt bondage, or any other forms of involuntary labor, nor engage in corporal punishment, threat, confinement, coercion, harassment, human trafficking, or any other means of violence.

Wages and Benefits

SCGP suppliers shall pay workers wages, overtime pay, and holiday pay, as well as provide legally mandated benefits accurately, fairly, and not less than the minimum wage according to applicable laws. Wages, overtime pay, and other benefits shall be allocated within the time set.

Working Hours

SCGP suppliers shall not force workers to work longer than the maximum working hours specified by applicable laws. Working overtime or working on a public holiday must be on a voluntary basis. Workers must be granted holidays and leave as required by applicable laws.

Freedom of Assembly and Negotiation

Employees shall have freedom of assembly and the right to negotiate as prescribed by applicable laws.

Prevention of Human Rights Violations

SCGP suppliers shall assess, review, and oversee labor and human rights issues to prevent human rights violations in business operations.



Occupational Health & Safety

Safety and Working Environment

SCGP suppliers shall undertake to ensure the safety of their workers and all parties involved by providing a safe and healthy work environment; inspecting their health and preparedness, organizing training and building awareness; reducing and controlling accident risks and health impacts associated with performance of duty, transportation, and service; and establishing emergency plans in order to reduce loss. Entry into work areas and product transportation must be carried out in accordance with safety rules, Life-Saving Rules, safety standards on related risks, as well as safety standards for product transportation

Personal Protective Equipment

SCGP suppliers shall provide workers with sufficient and reliable personal protective equipment appropriate for risk exposure and ensure its utilization.

Environment and Climate Resilience

SCGP suppliers shall take into account environmental impact, environmental conservation, and adaptability to climate change, as well as sustainable use of natural resources, energy, and water in their business operations through eco-efficiency and circular economy activities, reduction of air pollution emissions, reduction of generation of wastewater and waste, hazardous or otherwise, conservation of biodiversity and ecosystems, with a determination to create a net positive impact and extend such efforts to their suppliers and service providers both directly and indirectly, consistent with the 3R concept, comprising Reduce, Reuse/Recycle, and Replenish.

- SCGP suppliers shall cooperate in efforts to follow up on, update, provide, and disclose data on greenhouse gas emissions in accordance with the expectations of the organization, SCGP, and relevant stakeholders.
- SCGP suppliers shall encourage and support policies, goals, plans, and activities that promote participation in reduction of environmental impacts and greenhouse gas emissions.
- SCGP suppliers shall foster knowledge and awareness of environment and climate management among their employees, customers, business partners, and stakeholders.



Laws and Requirements

SCG suppliers shall comply with all relevant laws, requirements, and regulations.

Whistleblowing

SCGP has established a whistleblowing system in accordance with international principles. If you are aware of or witness SCGP personnel or any other person acting on behalf of SCGP or an SCGP supplier failing to comply with the Supplier Code of Conduct or suffering damage resulting from frauds or corruption or failing to comply with applicable laws, rules, and regulations, you can submit for a report or a tip-off in accordance with the Whistleblowing Policy at SCGP website or <https://whistleblowing.scg.com/external/pkg>. SCGP will keep the information of the complainant or informant confidential and will proceed according to the prescribed protocol.