

Bangkok Commercial Asset Management Public Company Limited (BAM)

Supplier Code of Conduct

BAM has a policy to operation the business with transparency and integrity and adhere to laws and good corporate governance. We also focus on fostering awareness of the responsibility towards society and country. Thereby, the Company has determined the Supplier Code of Conduct for the suppliers of BAM to use as a guideline in order to for them to comply with laws, regulations, BAM's ethics, and international standards. BAM is aware of importance of the suppliers and ready to encourage the suppliers to operate their business with transparency, respect for human rights, fair and labor treatment, adhere to occupational safety, health, and environment standards, laws, and regulations. Also, BAM will monitor their operations to ensure that they strictly adhere to this Code of Conduct.

A. Terms and Definitions

Supplier is the legal entity or the individual who provides product or service to BAM and the subordinator of those product or service providers.

B. Scopes and Guidelines

1. Business Ethics

- Integrity

The suppliers shall adhere to operate their business with correctness, honesty, integrity, and transparency and strictly abide by anti-corruption principles, relevant laws, and regulations.

- Awareness

The suppliers shall immediately report the corrupt actions, non-transparency, and conflict of interest when they are detected. Moreover, the suppliers shall not offer any gifts to the employees of BAM as a bribe.

- Fairness

The suppliers shall adhere to competition regulations, and shall not perform any dishonest actions to get rid of the business competitors or gain unfair privileges.

(Translation)

- Confidentiality

The suppliers shall not disclose or use confidential information of BAM for the benefits of any individual without any permission, unless those disclosures or usages are done as prescribed by law.

- Intellectual Property Rights

The suppliers shall respect for intellectual property rights of BAM and others and avoid infringing those rights.

- Social Responsibility

The suppliers shall adhere to the principles of good citizenship, practice socially responsible consumption, and commit to developing the society and protecting the environment.

2. Human Rights and Labor

- Equitable Treatment

The suppliers shall respect for human dignity and privacy of the employees and shall not discriminate or oppress the labors on the basis of race, color, religion, sex, age, nationality, citizenship, sexual preference, disability, etc.

- Free of Forced Labor

The supplier shall not use or support the usage of forced labor, and commit any kinds of labor abuse.

- The employment of minors, pregnant employees, and aliens shall be as prescribed by law.
- Each process of termination shall be done in compliance with labor law; the suppliers shall commit wrongful termination.
- Working Hours

The suppliers shall not require the employees to work more than the hours allowed by law and overtime shall be voluntary. Also, the suppliers shall provide the employees with holidays and leaves not less than the amount prescribed by law.

- Wage and Benefits

The wage, overtime compensation, non-work day overtime compensation, and benefits provided for the employees shall be fair and not lower than what prescribed by law; the payment shall be done on time.

(Translation)

3. Safety and Occupational Health

- The suppliers shall provide safe and hygienic working environment which enhances the performance and complies with the relevant law or regulation. Also, the suppliers shall determine safety working process control and preventive measure for the accident and effects on health occurred by work
- The employees, especially the new employees and the employees rotated to new location, shall be regularly trained and receive the communication about the issues abovementioned.

4. Environment

The suppliers of BAM shall aware of and adhere to

- Environmental Law, Regulation, Rule, and Standards
- Operating Business Environmentally Friendly and Considering the Environmental Effects
- Cooperating in Environment Protection with Effective and Productive Consumption

5. Law and Regulations

The suppliers shall adhere to all relevant laws, regulations, and principles.