

SUPPLIER CODE OF CONDUCT

Thai wah create the business for a sustainable future. We continuously drive sustainability in products, solutions, combining economic success, social responsibility and environmental protection in our business operations and thereby enable our customer to meet current and future needs of society.

We have committed to the principles of “We source responsibly and want to partner with our suppliers to further develop their sustainability performance in our supply chain”. We expect our suppliers to be fully comply with applicable laws and to adhere to internationally recognized environmental, social and corporate governance standards (ESG Standards). We also expect our suppliers to use their best efforts to implement these standards with their suppliers and subcontractors.

We particularly expect you as our supplier to support, embrace and enact the following ESG Standard.

Environment

- You comply with all applicable environmental, health and safety regulations.
- You promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products.
- You ensure by using appropriate management systems that product quality and safety meet the applicable requirements.
- You protect your employees and neighbor life and health, as well as the general public at large against hazards inherent in your processes and products.
- You use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.
- You minimize your negative impact on biodiversity, climate change and water scarcity.

Social

- You support the protection of internationally proclaimed human rights, fight forced labor (including modern slavery and human trafficking) and child labor.
- You uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.
- You treat your employees and other stakeholders fairly and allow them to report concerns or potentially unlawful practices at the workplace.
- You comply with minimum wages and working hours in accordance with local laws, and ensure compensation of a living wage according to the local living conditions.

Governance

- You abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- You consider business integrity as the basis of business relationships.
- You prohibit all types of bribery, corruption and money laundering.
- You forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- You respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.

You are part of our supply chain – Thai wah counts on your commitment.



Company name:

Address:

Contact person:

Email:

Telephone:

Date:

Confirmation Letter – Acceptance of compliance with Thai wah Supplier Code of Conduct

Thai wah is committed to a sustainable development which includes respect for recognized standards for the environment, Social and Governance.

Therefore, the company seek to ensure that all the company's suppliers operate in compliance with the standards of our Supplier code of conduct (the Code), as enclosed hereto. Please refer to the Code for more information about the specific standards.

We ask you to sign this letter and thereby acknowledge and agree to the standard stated in the Code and your company acceptance to comply herewith.

IF you have the questions regarding this letter or the Code, please contact the company through your main contact key person.

We, the undersigned, hereby acknowledge and agree to the standards stated in the Code ad hereby accept to comply herewith.

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Signature

Clarification of Name

Title

Date