

## Supplier Code of Conduct Questionnaire

Supplier Name	Date
Contract Name	Signature and company seal

Following the commitment of **Saha Pathana Inter-Holding Public Company Limited** (“the Company”) to foster the growth of Thailand’s business and economy through promoting and maintaining a balance between industry and surrounding communities to coexist with quality of life — in accordance with the principles of good corporate governance, social responsibility, and environmental stewardship — the Company’s quality policy of “*Good People, Good Products, Good Society*” reflects its consideration of all stakeholders throughout the value chain. Suppliers are recognized as one of the Company’s key stakeholders who contribute to value creation and sustainable growth. Therefore, the Company is committed to encouraging suppliers to operate their businesses sustainably, guided by the principles of **Environment, Social, and Governance (ESG)** as the foundation for business practices.

### Scope

This assessment applies to all suppliers of Saha Pathana Inter-Holding Public Company Limited, based on the **Supplier Code of Conduct** of the Company.

### Assessment Principles

The assessment is based on four principles:

1. **Business Ethics**
2. **Respect for Human Rights**
3. **Occupational Health, Safety, and Well-being**
4. **Environmental and Community Responsibility**

### Scoring Criteria

The scoring system is divided into four levels:

- **2** = Already implemented / Yes (with supporting evidence, examples, or additional explanation)
- **1** = In progress (with examples, action plans, and additional explanation)
- **0** = Not implemented / No
- **N/A** = Not applicable to the assessment criteria

### Assessment Results

- If implementation is in place for all items in the assessment → Rated as “**Comprehensive**”
- If not implemented or in progress → Rated as “**Opportunity for Improvement**”
- If not applicable → Rated as “**No Action Required**”

In cases where a supplier receives a rating of “Opportunity for Improvement” in any category, the supplier is required to establish an action plan to comply with the Supplier Code of Conduct of the Company.

No.	Questions	Yes	On going	No	Not Applicable	Comment / Explanation
<b>1. Business Ethics</b>						
<b>1.1</b>	<b>Anti-competitive</b>					
	<i>Do you have an anti-competitive policy or unfair competitive guidelines for all stakeholders? (If yes, please provide the related document or copy of your policy)</i>					
<b>1.2</b>	<b>Data Protection</b>					
	<i>Do you have data protection guidelines that comply with the laws of the country or have a certified for data privacy control standard, such as ISO27701, ISO27018? (If yes, please describe or provide the related document and certificate)</i>					
<b>1.3</b>	<b>Anti-Corruption</b>					
	<i>Do you have a policy regarding anti-corruption and anti-bribery or is the anti-corruption included in the Employee Code of Conduct or show its intention in the Private Sector Collective Action against Corruption (CAC) or become the certified members of the Collective Action Against Corruption (CAC)? (If yes, please provide the related document)</i>					
<b>2. Employment and human rights</b>						
	<i>Do you have a human rights policy or guidelines and prepare mitigation measures to prevent human rights violations which cover or relate to the non-forced labor, non-discrimination and equality and labor protection topic? (If yes, please describe or provide the related document)</i>					
	<i>Do you have a grievance redress mechanism and management process for employees, suppliers and customers with including an ethics regime that has a whistleblower program? (If yes, please describe or provide the related document)</i>					
	<i>Do you allow your employees to have freedom of association e.g. welfare committee, or collective bargaining? (If yes, please provide a copy of your policy)</i>					

No.	Questions	Yes	On going	No	Not Applicable	Comment / Explanation
<b>3 Occupational Health and Safety</b>						
	Do you have a safety health & environment policy with a responsible person or announce an Occupational Health & Safety committee which was assigned by top management? <i>(If yes, please provide the detail or copy of your policy)</i>					
	Do you provide adequate personal protective equipment (PPE) for suitable usage and provide a safety training course or conduct safety communication or in-house training of emergency response plan for all employees? <i>(If yes, please provide detail of training course and list of equipment)</i>					
	Do you provide a yearly medical examination for employees? <i>(If yes, please provide the detail or related document)</i>					
<b>4 Environmental and Social Responsibility</b>						
	Do you have an environmental policy or environmental management plan and system for impact minimization or recruit a pollution controller who supervises the pollution treatment system as required by law? <i>(If yes, please provide the related document or copy of announcement document)</i>					
	Do you have a reduction plan or guideline to minimize the resources or energy consumption and waste management by using the 3Rs principle or report the GHGs emission management of the organization? <i>(If yes, please provide the detail or related document)</i>					
	Do you conduct the environmental measurement or prepare the environmental and waste management report which complies with the standard limit? <i>(If yes, please provide the detail or related document)</i>					
	Do you have a policy commitment or any activities which relate biodiversity conservation and no-deforestation? <i>(If yes, please provide related document or copy of the policy)</i>					
	Do you have a program or support community development for improving the quality of life and well-being? <i>(If yes, please provide the related details)</i>					