

Supplier
Code of Conduct
AMA Marine PCL
and its subsidiaries

Introduction:

AMA Marine Public Company Limited and its subsidiaries (The Company) are committed to conducting business sustainably in accordance with good corporate governance principles, alongside social and environmental responsibilities. Furthermore, we emphasize creating lasting value for business Suppliers by carefully selecting Suppliers who have the potential to conduct business ethically, with integrity in business dealings, and in accordance with human rights principles, as well as being mindful of environmental impacts.

The Company has therefore established this code of conduct and practices with the intention of promoting sustainable business partnerships that align with the Company's business practices. This code of conduct and practices presents an opportunity for the company and business partners to contribute to the development of society and the environment, fostering growth and sustainability together.

Supplier Code of Conduct :

1. Business Ethics

- 1.1. Suppliers must operate based on compliance with laws, rules, and ethics, and must not engage in any activities that create unfair competitive advantages. The goods or services offered must be reasonably priced, of good quality, reliable, and verifiable.
- 1.2. Suppliers must not be involved in bribery, giving gifts, property, or any other benefits to any individual or group involved.
- 1.3. Suppliers must comply with laws or regulations related to competition and conduct business based on mutual trust and respect. They should promote competition and fair trade practices by setting fair trade conditions or prices.
- 1.4. Suppliers must respect privacy rights, protect, and safeguard personal data under their care as well as confidential information of the company and other involved Suppliers, in accordance with relevant data protection laws.
- 1.5. Suppliers must maintain and protect the information, networks, and online systems used in business operations to ensure security, complying with laws and regulations related to cybersecurity.
- 1.6. Respect for intellectual property: Suppliers must respect and not infringe on the intellectual property of others and must have measures in place to prevent intellectual property violations.

2. Quality of Goods and Services

- 2.1 Partners must deliver high-quality products and services that are environmentally friendly. They must implement control and management processes to meet quality and safety standards.
- 2.2 Partners must control the quality of products and services, including product design, manufacturing processes, and quality inspection, to meet the standards and contractual

requirements. Additionally, they should cooperate in the continuous improvement of product and service quality.

3. Respect for Human Rights

3.1 Child Labor Protection

Partners must not employ child labor below the legal age set by each country. If no minimum age is specified, workers must be at least fifteen (15) years old. For night work or hazardous work, workers must be at least eighteen (18) years old unless otherwise specified by local laws.

3.2 Non-Discrimination

Partners must consider human dignity, equality, and fairness, without unfairly benefiting or depriving employees based on gender, religion, race, nationality, origin, sexual orientation, marital status, social status, pregnancy, or disability in employment and work practices.

3.3 Labor Protection

Partners must respect the rights and treat all labor groups fairly, including young workers, female workers, pregnant workers, elderly workers, disabled workers, and migrant workers. They must also ensure a safe and non-hazardous working environment.

3.4 No Forced Labor

Partners must treat workers fairly, without forced labor in any form or inhumane treatment, including modern slavery and human trafficking.

3.5 Wages, Benefits, and Working Hours

Partners must set working hours, days, and holidays according to the law and pay compensation and benefits per the employment contract without violating the law. Employees should also be entitled to leave according to workplace regulations.

3.6 Termination of Employment

Termination of employees must follow legal procedures, and employees must not be unfairly dismissed or without clear legal justification related to their performance.

3.7 Freedom of Association and Collective Bargaining

Partners must respect the rights to freedom of association and collective bargaining per the law and employee regulations.

4. Safety and Occupational Health

Partners must provide a safe working environment with proper hygiene, adhering to safety, occupational health, and environmental standards. They must offer insurance covering work-related illnesses and injuries and ensure business continuity plans are in place for emergencies or natural disasters affecting safety, health, and the environment, such as fires, floods, earthquakes, epidemics, national emergencies, and prolonged political instability. Regular preparedness for emergencies and natural disasters is essential.

5. Environmental Responsibility

5.1 Environmental Management and Efficient Resource Use

Partners must comply with environmental laws, regulations, and standards in their production processes and services. They should conserve natural resources and the environment, using energy, soil, and water efficiently and sustainably, avoiding deforestation, ecosystem destruction, or loss of biodiversity. Effective environmental management and reporting, including greenhouse gas emissions, are required.

5.2 Pollution Control

Partners must control and manage business activities to reduce air pollution, manage greenhouse gas emissions, dust, and toxic fumes, treat wastewater, manage waste, and handle end-of-life products and hazardous substances per legal standards. They should select and use high-quality, safe, and standard-compliant chemicals and raw materials that do not harm the natural ecosystem and environment.

The Company hopes that this information will be beneficial and expresses gratitude for the support of all business partners in conducting operations ethically, lawfully, and responsibly towards society.

This edition of the handbook is effective and enforceable from January 1st, 2024, onwards.



A handwritten signature in blue ink, appearing to read 'P. Souk', is written above a horizontal dashed line.

(Mr.Pisan Ratchakitprakarn)
Managing Director

Suppliers Section

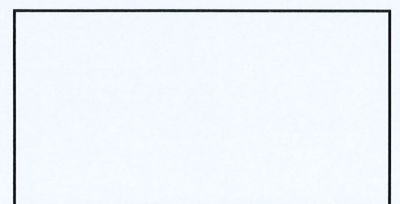
I have read, understood, and agree to adhere to the 'Supplier Code of Conduct' of AMA Marine Public Company Limited.

Company's Name : _____

Name - Last Name : _____

Signature : _____

Date : _____



Company Seal (if applicable)