



Supplier Code of Conduct Statement

TPI Polene Public Company Limited is committed to treating its business partners with transparency, equality, and fairness, while considering business ethics, human rights, environmental responsibility, and the safety of all stakeholders, recognizing that business partners play an essential role in the TPI Group's operations. In alignment with the core policy of conducting business based on corporate governance principles, which promotes sustainable business practices, TPI Group has established guidelines for its business partners. These guidelines are intended to help partners conduct business with TPI Group and enhance their operations at all levels. The guidelines are as follows:

Procurement Code of Conduct

The procurement of goods and services is a crucial process that supports the continuation of the Company's business. Therefore, the procurement process follows established operating procedures and is conducted fairly, reasonably, transparently, and in a verifiable manner, without conflicts of interest. Business partners are treated equally through fair competition to ensure the Company achieves maximum operational benefits.

Code of Conduct

The Company prioritizes treating all stakeholders equally. Every group of stakeholders should be cared for according to their rights under applicable laws or agreements with the Company. The Company and its personnel will treat all stakeholders honestly, equally, and fairly, while upholding quality and adhering to contracts, agreements, and conditions.

Business Operations

1. Trade Secret Protection
 - 1.1 Business partners shall have the processes to prevent the leakage of confidential information, whether it involves the Company's business information or personal data.
 - 1.2 Business partners shall carry out their duties with responsibility, caution, honesty, integrity, and fairness, always considering the best interests of the Company.
2. Treatment of Company / Shareholders
 - 2.1 Business partners shall fulfill their duties responsibly, with caution, honesty, integrity, and fairness, while considering the best interests of the Company / both major and minor shareholders.

Safety and Occupational Health

TPI Group has consistently prioritized operations that adhere to management standards for quality, safety, and occupational health. The Company has established and regularly reviewed policies in these areas, along with implementing best practices for sustainable development, whereby

1. Business partners are required to provide a safe and sanitary working environment for their employees, including sufficient and appropriate personal protective equipment.
2. In the event of an emergency, business partners shall prepare themselves by assessing the situation, implementing impact management measures, establishing warning plans, and continuously providing employees with appropriate training.

Labor and Human Rights

The Company is committed to conducting business with integrity and responsibility toward society and stakeholders in accordance with corporate governance principles. To ensure that the Company's operations are free from human rights violations, guidelines have been established to prevent such violations in all business activities. The Company's Board of Directors, executives, and employees at all levels must be aware of the importance of respecting human rights in all aspects, for all individuals, as well as for communities and society, in accordance with the laws of each country.

1. Human Rights

Business partners shall maintain fair working conditions and serve as good role models in business operations and other areas that comply with human rights principles. This includes avoiding child labor and any actions that disrespect human rights or fail to adhere to international standards regarding human rights, rights, freedoms, and equality.

2. Labor and Child Labor

Business partners shall not engage in or support the employment of workers under the age specified by law. They must also pay employees fairly, without exploitation, and provide remuneration appropriate to their knowledge and abilities.

Environmental Impact

Business partners shall establish a clear policy on environmental conservation and be committed to using resources efficiently, as well as utilizing energy economically and appropriately.

1. Environmental Management

Business partners shall implement an environmental management system that complies with laws and regulations, as this can lead to continuous improvements in work efficiency.

2. Waste, Chemicals and Hazardous Materials

Business partners shall manage the treatment, release, or disposal of waste, chemicals, and hazardous materials resulting from business operations in compliance with applicable laws and regulations. This includes conducting inspections and implementing effective control measures to prevent adverse environmental impacts.

Community and Social Impacts

Business partners shall conduct their operations with consideration for community and societal impacts. They must systematically assess, document, and manage the environmental impacts of their activities on surrounding communities. Additionally, they should respect local culture and traditions, engage with communities, and participate in community and social development as appropriate and feasible.

Whistleblowing or Complaints

When personnel actions or functions under the supervision of TPI Group violate laws, regulations, or the business partner code of conduct in the area of procurement, such as regulatory violations, corruption, or neglect of duty, business partners should report these actions through designated whistleblowing channels.

Channels for Whistleblowing and Complaints

In the event that any business partner or related individual suspects actions that may violate the laws, regulations, code of conduct, or policies of TPI Group, they may inquire, report a whistleblowing concern, or submit a complaint with supporting details and evidence through the following channels:

External feedback mechanism (external complainant)

- (1) Letter : Mrs. Orapin Liaopiratana

Senior Executive Vice President

TPI Polene Public Company Limited

26/56 Chantad Mai Road, Tungmahamek, Sathorn, Bangkok 10120

- (2) Electronic mailbox (E-mail: orapinr@tpipolene.co.th)

- (3) Letter : Audit Committee

TPI Polene Public Company Limited

26/56 Chantat Mai Road, Tungmahamek, Sathorn, Bangkok 10120

- (4) Tel : 02-285-5090 or 02-213-1039 ext. 12962 / 12963 Internal Audit Department

Acknowledgement Letter on Procurement Code of Conduct for Business Partners

I have read and studied the Procurement Code of Conduct for business partners of TPI Polene Public Company Limited. I understand, accept, and agree to comply with all the practices mentioned herein and commit to full cooperate in every aspect. Accordingly, I have signed the Acknowledgement Letter.

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(.....)
Position
Company

Note: Please ensure that the authorized representative of the Company or the highest-ranking individual in your department sign and affix their seal to this letter, and return the completed document to the following email address: saowakhon@tpipolene.co.th