



Supplier Code of Conduct  
Thai Vegetable Oil Public Company Limited

### **Message from Chairman**

Thai Vegetable Oil Public Company Limited (“the Company”) has a philosophy of operating a business with quality and sustainable growth. We produce quality products for the better quality of life in addition to create added value for shareholders and take care of society and the environment. The Company, therefore, has a long-term goal to jointly create sustainability through the Company's operations as a guideline for conducting business with stakeholders which is a strong foundation to lead the business in every situation.

“Business Partners” are one of the key stakeholders that contribute shared value and growth. The company intends to support our suppliers to conduct sustainably business in line with the way of our business operation, so that the “Supplier Code of Conduct” has been established as a guideline for sustainable development goals.

The Company aims for cooperation from our suppliers in conducting sustainable business in accordance with the Supplier Code of Conduct which is the basis for creating growth and sustainability together.

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(Dr. Suvit Maesincee)  
Chairman of the Board  
20 December 2024

## **Preface**

Thai Vegetable Oil Public Company Limited ("the Company") strives to build relationships with "Suppliers", develop operating procedures to create value for stakeholders and be the essential supply chain in business practice success. We believe that sustainable success must take into account Environmental, Social, and Governance (ESG) issues by managing opportunities and risks that cover all aspects of business operations. The result will lead to long term added value creation with Suppliers and raise the competitive advantage.

To this end, the company has established a "Supplier Code of Conduct" that addresses key issues such as human rights, labor, environment, and anti-corruption, as well as compliance with relevant laws and regulations. This serves as a guideline for collaborative business operations, ensuring that all business operations under TVO, Tier-1 and non-Tier 1 suppliers align with sustainable development principles. Additionally, it aims to encourage suppliers to operate ethically, respect human rights, and uphold social responsibility with good governance. The code also emphasizes safety and occupational health management, along with addressing relevant environmental concerns, to foster mutual capacity development, enhance competitive advantages, and support long-term growth together.

## Definition

“Suppliers” refer to distributors, contractors, service providers, lessors or owners of property for hire-purchase that deliver products or services to Thai Vegetable Oil Public Company Limited.

## Scope

This policy applies to all business operations under Thai Vegetable Oil Public Company Limited, its suppliers, and business partners across the value chain, including procurement, product manufacturing, distribution, and logistics. Furthermore, it extends to service providers, outsourcing arrangements, improvement projects, new business development, as well as mergers and acquisitions, both domestically and internationally.

## Supplier Code of Conduct

### 1. Supplier Ethics

- **Operating with Integrity and Compliance with Laws and Regulations** - Suppliers shall treat all stakeholders with integrity, responsibility, and fairness as well as conduct their businesses in compliance with all applicable laws and regulations, including providing correct and complete disclosure as required by laws and regulations.
- **Support fair competition** - Suppliers shall conduct business under the framework of good and fair competition guideline adhering to the principle of free trade. The competition must follow the market mechanism without monopolization and market dumping. In addition, suppliers must not illegally or inappropriately acquire classified information of competitors, including engaging in unfair pricing or trade advantage.
- **Product Safety and Quality** - Suppliers shall deliver products and services that fit certain quality requirement, and adhere to the safety guidelines in the contract terms which align with related law. Products must be able to meet the required purpose and have a precise and clear labels
- **Traceability** - Suppliers can provide evidence of product and service origin and certification according to an internationally recognized quality standard of production to the Company upon request, and is available for the audit both from authorized entities or agencies on ESG or other related aspects.
- **Confidentiality and intellectual property** - Suppliers must protect the Company's confidentiality. Do not disclose, exchange, trade, or transfer the Company's confidential information and do not use the Company's information arbitrarily. Suppliers must not use the Company's confidential information to serve one's interest or for the benefit of trading securities through insider trading. If suppliers have access to or are assigned to manage large datasets, they must ensure proper privacy data handling in compliance with relevant laws and regulations. Additionally, suppliers should respect domestic laws and international treaties on intellectual property related to trademarks and patents. Suppliers must avoid any action that involves counterfeiting of all types of documents
- **Anti-Corruption** - The Company expects our suppliers to adhere to all applicable anti-corruption laws and regulations. Do not offer, promise, bribe, giving or receiving gifts, or engage in any form of corruption in exchange for any advantages in return. Any activities which suppliers held should be carried out reasonably and only for the purpose of maintaining a good business relationship.

- **Conflict of Interest** – Suppliers must not seek for wrongful benefit through their connection with Company’s board of directors, executive committee or employees. Our suppliers should refrain from exploiting a wrongful benefit or allowing benefits to their close association based on position, duties and occasions from performing work with the Company. Suppliers are also expected to disclose to the Company if the Company's employees are involved in supplier's business or financial transactions that may cause the conflict of interest.
- **Complaints** – Suppliers shall set up a complaint system and process where the stakeholders can place complaints, and provide appropriate follow-up measures while protecting the confidentiality of the complainant and provide appropriate remedies.
- **Land rights and access to natural resources** - The Company respects the ownership of land and legal access to natural resources, fisheries, forestry, and water. Do not accept any acquisition by using coercion. Suppliers should acquire land on the basis of the willing and independent consent of the previous owners. Acquisitions must be informed in advance and provide sufficient information to stakeholders to make decisions and respect the rights of communities and local residents to use traditional land and resources.
- **Responsible sourcing and delivery of raw materials** - The company encourages suppliers to procure products and service responsibly throughout the supply chain as well as encouraging suppliers to use available local raw materials or products which their quality meet the appropriate standard. Also, suppliers must not procure raw materials or production components from sources related to unlawful activities human rights violation or lack of responsibility to society and the environment. In addition, suppliers should reduce the use of chemicals, pesticides or insecticides, including improving and developing sustainable farming so that to maintain the fertility of soil. Suppliers are expected to be able to show the confirmation documents as company’s requirements.

## 2. Labor and Human Rights Practices

- **Discrimination and Harassment** - Suppliers must ensure that all employees receive equal opportunities and treatment. The employment of workers and operations must be without any discrimination based on race, ethnicity, nationality, religion, age, disability, political opinions, union membership, gender identity and sexual orientation, familial status, social class, or any other causes prescribed by the laws of the country in which suppliers operate or the country in which the contract takes place. Additionally, the company does not support any form of harassment, whether sexual or non-sexual, reinforcing its commitment to a fair and respectful working environment.
- **Child labor, forced labor and labor oppression** - Suppliers must not hire child labors under 15 years of age which may be detrimental to their health, safety or psychological condition, including with no involvement in coercion or reluctant to forced labor in any way. Human trafficking and labor exploitation or violating by physical, sexual, verbal and other forms of action which is the persecution or various threats are prohibited in the workplace.
- **Employment, compensation, benefits, and working hours** - Suppliers should comply with legal employment by issuing employment documents that clarify the employment condition, working hours, overtime, benefits, and compensation. The wage should be high enough to respond to the basic needs of employees and should not be lower than the employment in a similar industry as well as working hours, holidays, leave days should be as required by law.

- **Freedom of Associations and Collective Bargaining** – Supplier shall respect the right of their employee to join trades and associations and to independently or collectively exercises their rights to bargain over employment condition and labor relations as permitted by law.

### 3. Safety and occupational health

- **Safety and working environment** - Suppliers must provide employee's workplace with a convenient, hygienic, safe work environment and require processes to reduce risk to employees and prevent injuries from the accident, operation, transportation, services.
- **Preparation for emergency situations** - Suppliers must have a plan for emergency situations and communicate to employees to understand and comply correctly, including providing safety equipment that is suitable for the workplace and always ready to use in accordance with safety standards as well.

### 4. Environment

- **Environmental Management** - Business partners shall comply with environmental regulations and laws at both national and local levels while supporting environmentally friendly practices as follows:
- **Efficient Resource Management:** Manage resources effectively, including reducing greenhouse gas emissions, energy consumption, water consumption, and significant environmental pollutants prevention. Ensure compliance with wastewater management and treatment standards prior to discharge.
- **Circular Economy Practices:** Explore approaches to increase value and minimize waste generation from operations both hazardous and nonhazardous waste, in line with circular economy principles.
- **Reduction of Hazardous Chemicals:** Consider reducing the use of hazardous chemicals or transitioning to environmentally friendly alternatives, including minimizing the excessive use of pesticides.
- **Climate and Energy Initiatives:** Participate in and implement projects related to climate change, energy conservation, or adopting clean energy sources that contribute directly or indirectly to addressing climate change challenges and reduce Greenhouse Gas emissions.
- **Biodiversity:** Ensure the effective safeguarding of biodiversity and the preservation of ecosystem services, including preventing gross deforestation.
- **Sustainable Agricultural Practices:** Agricultural partners should apply sustainable farming principles, such as soil improvement and protect soil health, conducting water risk assessment, and planning for water security, along with enhancing agricultural productivity. Other practices should also be adopted to prevent the destruction of ecosystems.
- **Animal Welfare Policy:** Suppliers and business partners involved in animal farming, meat processing and the manufacturing of food products must recognize the importance of and adhere to international Animal Welfare Policy based on the "Five Freedoms." These include ensuring Freedom from hunger, thirst and malnutrition, freedom from discomfort, freedom from pain, injury, and disease, freedom from fear and distress, and freedom to express normal behavior.

## 5. Society

- **Participation in social development** - Suppliers should conduct business with regard to their potential impacts on the surrounding community and participating in the development of quality of life to create a better living for people.

## 6. Supply Chain Collaboration

- **Raising the level of supplier code of conduct** - Supplier must encourage its supplier to practice the same in accordance to this Supplier Code of Conduct as a standard for joint business. Suppliers should continue raising the level of supplier code of conduct in order to be the normal standard in business collaboration.

**Supplier's Acknowledgement Form.**

We have been acknowledged of "Supplier code of conduct" which is a guideline of sustainable conduct business of Thai Vegetable Oil Public Company Limited and expect to apply various principles in this document to implement or apply in the sustainable business operations in further.

**Supplier's Name:**

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**Full Name of Authorized Person(s):**

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**Title:**

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Seal (If Any)

**(Signature):** .....

**(Date):** ...../...../.....

**Remark:**

This form must be signed by an Authorized Person(s) of the Supplier and please return to Thai Vegetable Oil Public Company Limited, Supply and Trading Department