



## Supplier Code of Conduct

Jasmine International Public Company Limited and its subsidiaries is committed to conducting business with a strong focus on environmental stewardship, social responsibility, and good corporate governance, all of which contribute to sustainable development throughout the value chain. The Company has established a Supplier Code of Conduct, which is communicated to all global suppliers in both English and Thai. This ensures that suppliers understand and operate with transparency and ethical business practices, aligning with the commitment to promote environmental preservation and social well-being while driving the economic growth alongside suppliers and the sustainable value creation.

### Human Rights and Labor Standards

1. Suppliers must conduct their business ethically, adhering to human rights principles and treating their employees fairly, in accordance with international standards and applicable laws.
2. Suppliers must not engage in any form of forced labor and must strictly comply with labor laws.
3. Suppliers must not use child labor and must strictly comply with labor laws.
4. Suppliers must not allow discrimination in any condition of employment and hiring practices based on race, nationality, skin color, gender, religion, age, disability, marital status, political ideology, etc. Suppliers must also comply with labor protection laws and other applicable laws regarding practices such as compensation, taking into account the appropriate and adequate level to meet living expenses, and appropriate working hours focusing on reducing excessive working hours.
5. Suppliers must respect the legal rights of employees to join labor unions and other legally prescribed organizations and must not obstruct the rights to freedom of association and collective bargaining of employee representatives.

### Health and Safety

1. Suppliers must strictly comply with health, safety, and occupational laws.
2. Suppliers must provide safe working conditions and a healthy workplace environment and supply adequate and proper personal protective equipment for their employees.

### Environment

1. Suppliers should determine measures to reduce environmental impacts from their business operations and aim to create awareness of biodiversity among the employees.
2. Suppliers must be responsible for and demonstrate their commitment to use resources efficiently, reduce energy consumption, and support the use of alternative energy sources.



Suppliers should also establish measures for pollution control to reduce greenhouse gas emissions from business operations and continuously monitor and assess results.

3. Suppliers should promote efficient water use and appropriate wastewater discharge systems.
4. Suppliers should support and optimize the use of resources, as well as ensure safe and proper waste reduction and management.
5. Suppliers should monitor and report performance regarding environmental operations in a transparent manner.

#### Ethics and Legal Compliance

1. Suppliers must conduct their business with transparency, fairness, and strict legal compliance, free from bribery or any form of corruption.
2. Suppliers must conduct their business with fair competition practices.
3. Suppliers must maintain accurate and comprehensive business and financial records and be ready to provide the documents for inspection upon request. Suppliers must not disclose the Company's confidential information.

The Company supports suppliers who operate in accordance with the "Supplier Code of Conduct" in order to ensure that suppliers and the Company conduct business by complying with the Sustainable Procurement Policy and Good Corporate Governance to foster sustainable growth together.

Jasmine International Public Company Limited

Acknowledged by

Signature \_\_\_\_\_

(\_\_\_\_\_)

Position \_\_\_\_\_

Company \_\_\_\_\_

Date \_\_\_\_\_