

EGCO group's Supplier Code of Conduct

Introduction

Electricity Generating Public Company Limited or EGCO has a vision to be **a leading sustainable Thai company with full commitment to environment protection and social development**. Thus, we commit to excellent operations that reduce negative impact on our stakeholders in all aspects as well as growing our business with sustainability and good corporate governance. Suppliers are one of our key stakeholders who can work with EGCO group to achieve the mission while also sharing EGCO group's believes and values. Therefore, EGCO group has developed the Supplier Code of Conduct in line with the 10 principles of the UNGC and other internal standards, including the industry material topics as a guidance applying to all EGCO group's suppliers. As our expectation, EGCO group's suppliers shall operate their business with integrity and align with ESG (Environment, Social, and Governance) aspects as per statement in this code. Lastly, EGCO group upholds the right to perform due diligence assessment on any material issues to EGCO group's business operation with the suppliers.

EGCO's Mission

- To Secure continuous growth in order to maximize shareholder's value
- To offer reliable power supply
- To be a good corporate citizen and be considerate to society and environment

EGCO's Sustainable Business Operation Policy

1. Be committed to excellent operations, covering economic, environmental, community, and social dimensions.
2. Reduce negative impacts and increase positive impacts on stakeholders, environment, community, and society as well as business process of the organization.
3. Promote development of business and social innovations to enhance efficiency and effectiveness, together with value added to organization and stakeholders.
4. Promote sustainable development of business counterparts involving ethical business for safety and occupational health, and environmental management.

This Supplier Code of Conduct comprises to 8 areas:

1. Business Ethics
2. Human Rights
3. Employee Practice
4. Occupational Health and Safety
5. Social Responsibility
6. Environmental Management
7. Sustainable Procurement and Knowledge.
8. Contact Information

1. **Business Ethics**

1.1 **Business Ethics and Transparency**

- **Anti-corruption.** EGCO group's suppliers shall oppose and not permit in corruption or unethical practices, work against corruption in all of its forms, including extortion and bribery, whether in dealings with government officials, private sector or general public as well as not offer any gifts or other kinds of personal benefit to EGCO group's employees which will be resulting in the relationship with the suppliers. The suppliers shall acknowledge and comply with EGCO group's anti-corruption policy. In case of any corruption incidents, the suppliers shall report the incidents to EGCO group

- **Fraudulent and Ethical behavior.** EGCO group's suppliers shall have an ethical behavior that cover to business conduction and shall never been banned from doing business due to fraudulent conducts.

- **Monopolization and Fair Operating Practices.** EGCO group's suppliers shall maintain the highest standard of integrity in all business interactions and shall conduct their business in line with fair competition and reasonable pricing as well as against the monopolization practice, in accordance with all applicable anti-trust laws and regulations.

- **Intellectual Property, Confidentiality and Data Protection.** EGCO group's suppliers shall safeguard and appropriately use of confidential and personal information as well as ensuring to protect and not share any of EGCO's intellectual property, confidential information or any other business knowledge to third party without the agreement or consent from EGCO's group. In addition, suppliers shall commit to EGCO group's information security policies and procedures to secure access to EGCO group's information.

1.2 **Quality Standards**

- **Delivery of products and services.** EGCO group's suppliers shall deliver their products and services that align with the agreed requirements and timeliness delivery with EGCO as well as other requirements defined by other related regulatory entities.

- **Quality Standards of products and services.** EGCO group's Suppliers shall maintain a commitment to a full responsibility for the quality of the products and services provided to EGCO group.

1.3 **Legal Compliance**

EGCO group's suppliers shall commit the compliance with all applicable national or local laws and regulations in relation to the business operations.

2. Human Rights

2.1 Standards of Human Rights.

EGCO group's suppliers shall be obliged to respect and promote the human rights as recognized per global standard encouragement as well as treating their workers, including migrant workers, with the utmost dignity and respect.

EGCO group's suppliers shall perform avoidance in all form of discrimination, such as race, color, gender, language, religion, nationality and disability, etc.

2.2 Prevention of Child Labor

EGCO group's suppliers shall not employ any children whose ages are below the legal minimum age requirement of the local law as well as an avoidance of any sort/recruitment of child labor in their business operation along the supply chain.

2.3 Freedom of Labor

EGCO group's suppliers shall not engage in any employment, under any circumstances, against people's own free will as well as not to use, or be complicit in, or benefit from any form of forced labor and modern slavery.

2.4 Freedom of association and collective bargaining.

EGCO group's suppliers shall provide sufficient and effective communication channel with their employees and shall guarantee the rights of employees to freely form and join any trade union associations or work councils of their choices as well as recognizing the right to engage any collective bargaining in accordance with national law, and not disadvantage those who are employees' representatives.

2.5 Alignment of EGCO group's human rights policy.

EGCO group's suppliers shall align their human rights performance with EGCO group's human rights policy.

3. Employee Practice

3.1 Wages and Benefits

EGCO group's suppliers shall not allow or enforce their employees, including migrant workers, to work exceed the maximum limit indicated by local legislation, and ensure that the compensation is being paid in a timely manner, the amount of payment is comply with all applicable laws and regulations related to employee compensation, including minimum wages, overtime hours, and legally mandated benefits as well as ensuring an adequate standard of living of their employees and families.

3.2 Training and Work Development

EGCO group suppliers shall support and enhance their employees', including migrant workers, opportunities for continuous work development by fulfilling and maintaining the training development programs for performance improving from the beginning towards the end of employment.

EGCO group's suppliers shall respect their employees' rights and ensure that there is no harsh or inhumane treatment occurs to their employees as well as sexual harassment, sexual abuse, torture, or verbally abuse of employees. In addition, EGCO group also expects suppliers shall not to terminate any employment contracts or lay-off their employees with any unfairly conditions.

3.3 Complaint management process

EGCO group's suppliers shall provide an anonymous complaint channel and mechanism for employees to recommend, petition or report working grievances. Suppliers shall conscientiously investigate, protect whistleblower confidentiality, and provide appropriate corrective action.

3.4 Promoting positive labor relations

EGCO group's suppliers shall initiate any activities to build employee relations, showing their care and concern to promote happy workplace and work-life balance. With this kind of atmosphere, EGCO group believes that it can create a mutually supportive work environment which consequently resulting in their employees' productivities.

4. Occupational Health and Safety

4.1 Managing the Occupational Health and Safety

EGCO group's suppliers shall ensure their own safety and that of others, while also complying with relevant laws and regulations on occupational health, safety, and the working environment. Suppliers shall implement all safety measures required by current laws and regulations with an intention to prevent any occupational health and safety accidents and incidents.

EGCO group encourages the suppliers to be certified/verified the occupational health and safety management systems, processes, or any other related business operations by any credential standards/third party.

4.2 Working Environment and Operational Facilities

EGCO group's suppliers shall ensure that their working environment and operational Facilities are safe, hygienic, and regularly be maintained.

The suppliers should aware of their potential risk issues regarding to health and safety in their own process activity and products and should prepare mitigation action as well as their working environment and operational facilities related to those risk issues as well as ensuring the sufficient of safety facilities are in use.

In addition, EGCO group suppliers shall properly provide any personal protective equipment of working and manage to ensure that appropriated safety procedures and systems in place and well trained among employees to safeguard any possible incident accident or fatalities from working environment and condition

4.3 Emergency Preparedness and response

EGCO group's suppliers shall establish, implement and maintain to identify any potential for emergency incidents and prevent or mitigate adverse incidents as well as response method to such incident. EGCO group encourages the suppliers to periodically review and, if necessary, revise the preparedness procedure appropriately.

5. Social Responsibility

5.1 Managing impacts on social community security

EGCO group's suppliers shall apply their safety standards and emergency preparedness procedures in conjunction with Security Safety and Health standards to prevent all form of any potential impacts that may be occurred from their business operation.

5.2 Respecting surrounding communities

EGCO group's suppliers shall contribute the positive benefits to societies where they operate and helpful being with respecting in local tradition and culture.

5.3 Participating in social development

EGCO group's suppliers shall encourage the quality of life and being in voluntary, governmental or community-based corporate responsibility.

6. Environmental Management

6.1 Managing environmental impact

EGCO group's suppliers shall comply their operations, products or service with environmental laws and regulations and other related-standards by providing the operation facilities, and operate (production or services) in the way that minimized the environmental impact, maintain any permits and conduct regular audits and monitoring of relevant environmental parameters

EGCO group encourages their suppliers to adopt a relevant certified systems of environmental management from third party.

6.2 Performing with resources and environmental attention.

EGCO's suppliers shall preserve resources and conduct business efficiently and effectively with environmental responsibility, and reducing environmental impacts from overall production, services and logistics as well as keep an effort to strive minimum impact on environmental aspect in their business operations, including the products and services.

EGCO group encourages the suppliers to have a system in place to manage and monitor the production/service that demonstrate an intention to reduce waste, Green House Gas emission as well as energy consumption.

EGCO's suppliers shall put their efforts to control the use of natural resources, greenhouse gas emission, while giving priority to renewable energy source and maintain the rich of biodiversity in their business operation areas.

6. 3 Development and diffusion of environmental friendly technologies.

EGCO's suppliers shall seek new opportunities to develop and diffuse an environmental friendly technology contributing to their business.

7. Sustainable Procurement and Knowledge.

7.1 Sustainable procurement

EGCO group's suppliers shall continuously promote the concept and implementation of Sustainability among their business operations as well as their suppliers (non-tier 1 to EGCO group). EGCO group's suppliers shall have their own Supplier Code of Conduct to demonstrate their intention and direction on sustainability management.

7.2 Training and Competency Development

EGCO group's suppliers shall provide appropriate and sufficient development on sustainability knowledge and implementation to their employees and to their suppliers (non-tier 1 to EGCO group) through and own Supplier Code of Conduct (if any) to gain understanding and collaboration in sustainability risk prevention and compliance to their supplier code of conduct

7.3 Monitoring and measurement

EGCO group's suppliers shall periodically monitor their supplier (non-tier 1 to EGCO group) on ESG performance as well as compliance of their supplier code of conduct (if any) and continual improvement their supplier on ESG performance.

8. Contact Information

For further information or report of any violations to this Suppliers Code of Conduct, please contact:

Procurement and Administration Division

Tel: 02 998 5030

E-mail: procurement@egco.com

Supplier sign and seal the company (following guidance on Corporate Registration Certificate)

Supplier Name:

Address:

Name – Surname:

Position:

Signature:

Date:.....