

Saksiam Leasing Public Company Limited Supplier Code of Conduct

Saksiam Leasing Public Company Limited (the "Company") is committed to conducting business with transparency, integrity, and compliance with the law, under the principles of good corporate governance and sustainable development guidelines. The Company emphasizes and recognizes the importance of fostering good awareness among all stakeholder groups regarding responsibilities towards the economy, society, and the environment, which leads to the sustainable development of society and the nation. Therefore, the Company has established this Supplier Code of Conduct for our suppliers to use as a guideline for business operations, in accordance with legal requirements, the Company's Business Code of Ethics, and international standards. The Company will monitor operations and is ready to support suppliers to fully comply with this Code.

Definition

Supplier: Any seller of goods, contractor, and/or service provider to the Company.

Scope and Guidelines for Suppliers

Governance Dimension

- **Integrity:** Focus on conducting business based on accuracy, honesty, integrity, and transparency. Do not use authority for personal gain, whether directly or indirectly, with the principle of opposing corruption in all forms, including strict compliance with all relevant laws and regulations.
- **Fairness:** Adhere to a fair competition framework. Avoid discrimination and do not use dishonest methods to destroy trade competitors or create unfair competitive advantages.
- **Confidentiality:** Maintain confidentiality. Do not disclose or use confidential information of the Company, customers, and other suppliers for the personal benefit of any individual without consent, except as required by law.
- **Intellectual Property:** Respect the intellectual property rights of the Company and others, and exercise caution to avoid infringing upon such rights.

Social Dimension

- **Human Rights and Labor:**
 - a. Practice equality in accordance with universal human rights principles. Respect the honor, human dignity, and personal rights of employees without discrimination or exclusion based on race, skin color, religion, gender, age, nationality, citizenship, sexual orientation, disability, or any other grounds.

- b. Do not use forced labor. Do not commit or support forced labor, including harassment or threats of any kind against workers.
 - c. Employment of child labor, employment of pregnant women, and employment of foreign workers must be conducted correctly and fairly.
 - d. Termination of employment must be carried out step-by-step in accordance with labor laws and must not be unfair.
 - e. Working hours must not exceed legal limits. Overtime work must be voluntary, and employees must be provided with holidays and leave days no less than those required by law.
 - f. Payment of wages, overtime pay, holiday pay, and other benefits must be paid correctly, fairly, and on time.
- **Safety and Occupational Health:** Facilitate an effective working environment in compliance with relevant laws or regulations, including setting controls for safe operational procedures to prevent accidents and health impacts that may arise from work.
 - **Social Responsibility:** Commit to acting as a good citizen, realizing the duty and responsibility to society in using resources and conserving the environment. Aim to create social prosperity by supporting collective activities as appropriate and necessary.

Environmental Dimension

- **Environmental Standards:** Perform operations in compliance with environmental laws, regulations, rules, and standards.
- **Pollution Reduction:** Minimize pollution generation and conduct business that is friendly to and considers the impacts on the environment.
- **Resource Conservation:** Prioritize and participate in environmental care by using natural resources with efficiency and effectiveness.

Promotion and Support for Suppliers

- The Company prioritizes treating suppliers according to commercial terms and contractual obligations and will not conduct business with suppliers involved in illegal activities.
- The Company will jointly create business opportunities and encourage suppliers to have policies regarding environmental and social responsibility, as well as to comply with this Supplier Code of Conduct.
- The Company will support suppliers in conducting business with transparency, considering human rights, treating labor fairly, complying with safety, occupational health, and environmental standards, following guidelines for preventing conflict of interest and misuse of position, and encouraging suppliers to join anti-corruption networks.

The Company designates the Procurement and Purchasing Department as responsible for the implementation of this policy. This Supplier Code of Conduct will be reviewed annually or when significant events warrant a review, and will be communicated to all stakeholders whenever there are significant changes.

This Supplier Code of Conduct was approved by the Board of Directors at Meeting No. 1/2024 on February 14, 2024.

Announced on February 16, 2024.

(Mr. Siwaphong Boonsalee)

Managing Director