

CODE OF CONDUCT FOR SUPPLIERS

At AGC Vinythai, we are committed, as shared values promotes, to conducting and complying with all applicable laws and regulations, to upholding human rights and labor standards, to complying with ethical and to protecting Health, Safety and Environment, in our own operations as well as in relation to our business partners. We expect our suppliers to share and respect the same commitment and values. This Supplier Code of Conduct defines the basic requirements to meet our standards.

HEALTH, SAFETY AND ENVIRONMENT PROTECTION

- Comply with all applicable laws and regulations on occupational health, working safety and preservation of the environment.
- Commit to continuous improvements all activities in occupational health, safety and environment protection, and CO₂ emission reduction.
- Operate and comply with occupational health and safety policy.

RESPECT FOR HUMAN RIGHTS AND LABOR STANDARDS

- **Working time:** Comply with the applicable law and sector-specific labor regulations concerning working time, including overtime laws.
- **Wages and benefits:** Provide wages and benefits as prescribed by the respective national laws, including minimum wage legislation, and in line with existing practice in the industry and local labor markets.
- **Non-discrimination and fairness:** Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees.
- **Freedom of association and collective bargaining:** Recognize, as far as legally permitted, the right of free association and collective bargaining of employees.
- **No forced labor:** Non-tolerance of any form of forced labor, including forced prison labor, indentured labor, bonded labor, slave labor or any form of human trafficking.
- **No child labor:** Comply with minimum working age requirements prescribed by related national laws and international agreements.

LEGAL COMPLIANCE FOR BUSINESS INTEGRITY

Comply with all applicable laws and regulations, in particular:

- **Prohibition of corruption and bribery:** Do not engage in or tolerate any form of corruption or bribery, in particular any payment, “kickback” or other form of benefit conferred for the purpose of influencing decision making.
- **Competition and antitrust:** Conduct business in compliance with all applicable competition/ antitrust laws and regulations.
- **Conflict of interest:** Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in business dealings with AGC Vinythai and its affiliate or third parties.
- **Information Security:** Keep AGC Vinythai and its affiliate’s business, technical data and financial as well as business correspondence confidential; do not misappropriate AGC AGC Vinythai and its affiliate’s or third parties asset and intellectual property, or disclose business information of the parties without consent.
- **Personal Data Privacy:** Has compliance and management of Personal Data which are consistent with Personal Data Protection Act (PDPA) and the related laws.

AGC Vinythai Public Company Limited

SUPPLY CHAIN SUSTAINABILITY

Supply chain sustainability is an integral part of AGC Vinythai and its affiliate's strategy.

- Perform the procurement of goods and services with an emphasis on quality, price, quantity, timeframe, service, speed and transparency.
- Complete information in a uniform, accurate, clear and non-discriminatory fashion, which creates an atmosphere of competition between our suppliers and follows procurement policy
- Set fair trade conditions and practices, including setting fair prices determined by comparisons with similar goods or services of the same quality standard.
- Focus on employing upright business practices, avoiding the use of powers for both one's own direct or indirect benefit. Steps will be taken to eliminate dishonest business practices and agreements will be signed with business partners to commit on preventing any act of corruption and graft.

We expect our business partners to implement the above principle in their own organization and undertake reasonable efforts to encourage your own suppliers and sub-contractors to comply with the principle of this Supplier Code of Conduct.

WHISTLEBLOWER REPORTING CHANNEL

In the context of our business relationship, if you believe that AVT is not acting in accordance with this Code of Conduct for Supplier, or the terms of this Code of Conduct for Supplier are not adhered to, or if you have any questions or concerns about this Code of Conduct for Suppliers, then we encourage you to raise your concerns via the following channels. Suppliers are most welcome to provide your identity when you make a report or submit your report anonymously, as you choose.

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| 1. Legal and Compliance Division | : +66 2 030 6443 or +66 2 030 6865 |
| 2. Helpline - Phone | : +66 2 092 6474 |
| 3. Helpline - E-mail | : avt.helpline@agc.com |
| 4. AVT Website | : https://agcvinythai.com/th/contact-us-th/
(Legal and Compliance) |
| 5. AVT Speak Up by Deloitte | : https://avtspeakup.com
: +66 2 034 0288
: speakup@AVTspeakup.com
: ตู้ ปณ. 17 ไปรษณีย์สาร กรุงเทพมหานคร 10341 |

AGC Vinythai Public Company Limited

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