

Supplier Code of Conduct

G-ABLE Public Company Limited and its subsidiaries (“the Company”) has a sustainable development policy as a guideline for the Company’s business operations, emphasizing economic growth. It has policies, business plans, and conducts business under the principles of corporate governance, opposing fraud and corruption, effectively managing risks, and being responsible to stakeholders, including society and the environment.

Therefore, in every step of the business operation, the Company acts transparently, with good governance, along with maintaining the balance in terms of environment and society throughout the business value chain. In addition, the Company considers the expectations of all stakeholders and places importance on supply chain management.

The Company intends to promote this principle to its business partners¹, who are an important part of the Company’s business operations to expand to society. Therefore, the Company has created this “Supplier Code of Conduct” by collecting the Company’s policies, laws, regulations, various requirements, and principles of business operations, expecting that the partners will have a correct understanding and adhere to it as a guideline for business operations. In this regard, the Company considers that conducting business in accordance with this Supplier Code of Conduct is one of the important factors in selecting suppliers. The Company believes that compliance with this Supplier Code of Conduct will result in the Company and its suppliers’ achieving success and growing together sustainably.

Economic Dimension Under Corporate Governance

1. Ethics in Business Operations

1.1 Business Integrity

Conduct business based on correctness, honesty, transparency, morality, not contrary to morality, ethics. It has clear regulations related to business operations and comply with the principles of good corporate governance and will not commit any acts that are corrupt in any form, whether directly or indirectly, including not bribing anyone to induce them to act or refrain from acting, or to give themselves an advantage over others, or to receive other benefits that should not be received.

¹“Business Partners” include a manufacturer, seller, contractor and/or service provider to the Company and subcontractors of such manufacturer, seller, contractor and/or service provider.

1.2 Compliance with Laws and Regulations

Strictly comply with laws, regulations and requirements related to business operations, especially those related to the procurement of goods or services, including the establishment of a control system to promote full compliance with the law and this code of conduct for business partners, both for the business partners themselves, including subcontractors and sub-partners who are responsible for procuring goods and services.

1.3 Fair Business Practices

Conduct business with responsibility to ensure that all stakeholders are treated fairly, respect honest, equal and fair-trade competition framework, respect the interests of other related persons and do not act in a manner that obstructs fair price competition.

1.4 Anti-Corruption and Fraud

Do not perform any action that involves corruption in any form for direct or indirect benefits, whether in the position of a recipient, giver or bribery offeror, whether in monetary or non-monetary, to government agencies or private agencies with which the company conducts business or deals. In this regard, the G-ABLE Group conducts business with caution regarding forms of corruption and fraud as follows:

1.4.1 Gift Giving, Entertainment and Hospitality

Personnel are prohibited from requesting, receiving, giving or promising to give any property or valuables or any other benefits (including gifts, entertainment and hospitality) to customers, business partners or persons related to the Company's business in order to induce them to perform or refrain from performing or to do any act that falls under the aforementioned category, except for giving and receiving gifts in accordance with normal customs.

1.4.2 Support

There are controls in place to ensure that support is transparent and not used as a channel for fraud and corruption, or to expect benefits or anything else in return.

1.4.3 Charitable Donations

If the company makes a charitable donation, it must be done in the name of the company only to ensure that the charitable donation is transparent and not used as a channel for fraud and corruption. The company has a policy of not accepting charitable donations from any person, except as an intermediary to receive charitable donations, such as alleviating the suffering of those in need or experiencing various disasters.

1.4.4 Political Assistance

The Company has no policy to provide political assistance, whether directly or indirectly, or to act in a way that favors any political party or political group.

1.4.5 Conflict of Interest

Do not bring personal and close friends' interests into the business or cause conflicts of interest, whether directly or indirectly.

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Do not bring personal and close friends' interests into the business or cause conflicts of interest, whether directly or indirectly. The Company must be notified when any reason is found that may cause a conflict of interest.

1.6 Stakeholder Management

Give importance to all stakeholders throughout the business value chain, listen to opinions, concerns, and clearly and appropriately set expectations of stakeholders to build trust and good relationships, as well as reduce undesirable impacts, which will benefit business operations, benefit society, and for sustainable development and growth together.

1.6 Supply Chain Management

There is comprehensive supply chain management from the selection process of business partners, quality control of raw materials of business partners' products and services, to the evaluation of business partners' work quality to ensure transparency in business operations with business partners.

2. Data Management and Information Systems

2.1 Data Reliability and Disclosure

Prepare information accurately by recording information correctly and timely, and disclosing one's information correctly, transparently, and completely as required by law.

2.2 Confidentiality

Keep confidential information and documents of customers and related parties of business partners, such as business information, information developed jointly with others, information on product development, plans, strategies, prices, costs or customer information, etc., and do not disclose such confidential information to any person without consent, whether intentionally or not. Do not collect or store confidential information of

others without permission, and do not use confidential information to seek benefits for oneself or others in an improper way.

In this regard, the business partners must strictly comply with the above statements, regardless of whether the business partners have signed a contract or confidentiality agreement with the Company or not.

2.3 Personal Data Protection

In the event that the partner has access to any individual's personal data obtained from or related to the Company in any way, the partner shall collect, compile, use or disclose ("process") such personal data only as necessary and in accordance with the laws, regulations or requirements of the Company for the purpose of conducting business with the Company and shall protect such personal data from loss, misuse or disclosure to other persons and agree to strictly comply with all laws governing the protection of personal data and provide effective security measures and technologies to ensure that such personal data is kept in accordance with international standards.

2.4 Information System Security

Provide measures and technology to effectively maintain the security of data and information technology systems and to ensure they are always available, as well as design and establish measures for supervision and control that are appropriate to the risks of data, work systems, and information technology systems.

2.5 Intellectual Property Rights

Respect the intellectual property rights of others and take precautions not to infringe such rights, including not disseminating commercial information, copyrights, trademarks and other intellectual property, and not doing anything that would violate intellectual property laws, and provide measures to prevent intellectual property infringement.

Economic Dimension

1. Human Rights

Respect human rights, give importance to individuality, human dignity, equality, freedom and fairness without discrimination against employees, staff, customers and other persons due to differences in physical, mental, ethnicity, nationality, religion, gender, age, education, social status, marital status, political opinions or any other matters, including compliance with relevant laws and international principles to ensure that all business activities are free from human rights violations, both within business partner and towards all stakeholders throughout the business value chain.

2. Labor Rights

2.1 Labor Protection

- Treat workers in accordance with labor laws and human rights principles
- Do not employ child labor who is under the legal age
- Female employees must not work in a manner that may be hazardous to their health and safety. In the case of pregnant female employees, they must be provided with the protection and benefits as prescribed by law
- The employment of foreign workers must be carried out in accordance with the law and in full and correct manner
- Termination must be carried out in accordance with each stage of the labor law and must not be unfairly terminated

2.2 No Forced Labor

Do not use or benefit from forced labor, which may constitute forced labor, including physical punishment, threats, confinement, intimidation, harassment, human trafficking, or violence in any form.

2.3 Wages and Benefits

Pay wages, overtime pay, holiday pay and benefits that employees should receive fairly and correctly, not lower than the rate stipulated by law and on time.

2.4 Working Period

Set working hours in accordance with the law, including normal working hours, overtime work and work done on holidays. Employees must not work longer hours than the law stipulates. Overtime work or work on holidays must be voluntary by the employee, and employees must be provided with no less holidays and leaves than the law stipulates.

3. Safety, Occupational Health and Environment

3.1 Safety and Working Environment

A safe and hygienic working environment must be prepared for employees and related persons in accordance with the law on safety, occupational health and working environment and related regulations, including measures to reduce and control the risk of accidents and health impacts that may occur from operations, transportation, and services in all processes, as well as guidelines for control in the event of an emergency to reduce losses.

3.2 Personal Protective Equipment

Provide personal protective equipment that is appropriate, sufficient, and ready for use according to the risk of performing various duties and supervise its use, including providing training and knowledge about work safety on a regular basis.

Environmental Dimension

Operate with environmental responsibility and strictly comply with relevant environmental laws, regulations and standards. Support participation in reducing environmental impacts, whether it is using resources efficiently and cost-effectively, reducing the amount of resource and energy consumption, preserving the environment, having a management system for odor, noise, light, waste, air pollution and wastewater appropriately, without causing impacts on the environment and community, promoting conservation and efficient use of natural resources and being environmentally friendly, reducing environmental impacts from activities conducted according to the 3R guidelines, namely:

- Reduce Consumption
- Reuse/ Recycle
- Replenish

In addition, it is necessary to follow up, verify certification or the source of the product, materials, and equipment. It must be a product that has passed the Industrial Product Standards Office.

Monitoring and Verification Process

To ensure that the operations of the partners are following laws, regulations, rules, policies and the Company's business principles, the Company reserves the right to review compliance with this Code of Conduct for Partners at least once a year or more, based on the results of the partner evaluation or complaints from stakeholders, so that the operations are carried out efficiently together.

Whistleblowing

If business partners or stakeholders find or suspect that there is a corrupt, fraudulent or illegal act, violation of rules, regulations, policies, including business ethics and codes of conduct, unequal treatment, or careless or thoughtless action, they can contact to inquire, report clues or file a complaint with the Company through this channel.

Channel 1 By mail, delivered to

Chairman of the Audit Committee
G-Able Public Company Limited
127/30 Panjathani Tower, 25th Floor
Nonsi Road, Chong Nonsi, Yannawa, Bangkok 10120 Thailand

Channel 2 By electronic mail to
Chairman of the Audit Committee
Email: whistleblowing@g-able.com

Channel 3 Company website at www.g-able.com

The whistleblowing channel is a safe channel and can be accessed with confidence when wanting to report information or complaints without any risk to the whistleblower later. The company will investigate according to the procedure and record the investigation in writing, which will not reveal the name of the whistleblower. The company will also keep the complaint information confidential to protect the impact that may occur to the whistleblower.

If you agree and support the above Code of Conduct for Business, the Company requests your cooperation in signing the attached confirmation letter and returning it to the Company at the address below.

The Company sincerely hopes that you will comply with the business rules, including the basics of business ethics, for a good relationship and sustainable business growth together.

If you have any questions, please contact us by sending an email to

projectpurchase@g-able.com