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**Supplier Code of Conduct**  
**v2023-1**  
**—9/Nov/2023 —**

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## Introduction

This Supplier Code of Conduct sets out guidelines and practices for the business partners of Namyong Terminal Public Company Limited and its subsidiaries (the "**Company**") to ensure that the practices of the suppliers are in line with the Company's code of conduct in aspects of good corporate governance, society, and the environment.

## Definition

"**Supplier**" means a natural person or a juristic person in which the Company purchases goods or receives services, including but not limited to sellers, manufacturers, providers, service providers, hirelings, sub-hirelings, contractors, sub-contractors, investors, consultants, distributors, as well as persons who are authorized or delegated to conduct transactions with the Company.

## Corporate Governance Aspects

### 1. Compliance with the laws

The Supplier shall strictly comply with the relevant laws.

### 2. Anti-Corruption

The Supplier shall comply with the relevant laws and regulations related to anti-corruption, bribery, fraud, and other actions that are prohibited business characteristics, and shall not engage in any form of corruption.

The Supplier shall not offer, give, or promise to give undue benefits, give assistance, or incentives to any officials or other individuals, either directly or via representatives, to convince actions or decision makings, or to receive improper business advantages.

The Supplier shall comply with the policies and practices related to anti-corruption as appeared in the Company's website:

[https://www.namyongterminal.com/sustainability/cg\\_principles/policy](https://www.namyongterminal.com/sustainability/cg_principles/policy).

### 3. Unfair Trade Competition

The Suppliers shall comply with the laws on trade competition, and shall not make agreements with competitors or other business operators which are considered a monopoly or unlawfully reduce market competition.

### 4. Infringement of Intellectual Property Rights

The Supplier represents that the goods or services provided to the Company are with valid copyright or trademark. The intellectual property of the Company resulting from the provision of services, consultancy, or joint investments shall not be disclosed.

### 5. Confidentiality and Disclosure of Information

The Suppliers shall maintain the confidentiality of information provided by the Company, whether obtained through hiring, contracting, or consulting, with the safety standard of data storage.

The disclosure of the Company's information shall be proceeded only by the prior written consent or as a lawful duty under the laws, or to comply with the order of the competent court or of the official.

**6. Conflict of Interest**

The Suppliers shall not seek for personal benefit or favor closed persons by using opportunities arising from being suppliers with the Company, unless the conflict of interest is declared to the Company prior to the conduction of transaction with the Company.

## Social Aspects

**1. Fair Employment**

The Suppliers shall make the payment of the remuneration of employees or workers according to the standard of the minimum wage which is fair and suitable for the nature of work, working hours, and comply with the employment conditions, such as the indication of working hours, holidays, leave, and termination as prescribed by the laws.

The Suppliers shall not act against the employees or workers in the manners of threatening, forcing, detaining, harassing, or in the manner of human trafficking. The Suppliers shall allow the employees or workers to associate and collectively negotiate with the Suppliers in accordance with the rights provided by the laws.

**2. Respect for Human Rights**

The Suppliers shall not employ a child under 15 years old or individual under 18 years old to perform dangerous work or work that has a negative impact to the body, mentality or good morals.

The Suppliers shall not accept the treatment to the employees or the stakeholders in a manner that undermines the dignity, create mental abuse, physical abuse, use of gestures language that implies sexual harassment, forcing, intimidating, and disdain. The treatment shall be free from discrimination due to differences in origin, race, religion, gender, skin color, physical fitness, sexual orientation, etc.

**3. Occupational Safety and Health**

The Suppliers shall provide a safe working environment in accordance with internationally accepted standards and the laws, such as, providing personal protective equipment according to the nature of work, accident and disease prevention measures, and safety and occupational health training for the employees.

## Environmental Aspects

**1. Compliance on Environmental Laws**

Consider environmental impact caused by the business operations by strictly complying with the environmental laws, including the measures to prevent and mitigate the environmental impacts.

**2. The Efficient Use of Resources**

Promote efficient use of resources, such as, water, oil energy, electricity, the reduction of energy consumption, or the use of alternative energy.

**3. Waste Management**

Provide waste management system, such as, garbage, wastewater, dust, smoke, and air pollution, and conduct the quality inspections regularly.

## Inspecting and Monitoring

To ensure that the Suppliers comply with laws and this Supplier Code of Conduct, the Company will conduct a random inspection at least once a year. If non-compliance is found, the Supplier shall make appropriate corrections within a reasonable timeframe. In cases of severe or repeated non-compliance, the Company may consider to cancel or terminate transactions.

## Whistleblowing or Complaints Channels

Stakeholders of the Company, who wish to report violations of the Supplier Code of Conduct, can report through:

- Company's website  
[www.namyongterminal.com](http://www.namyongterminal.com) Topic "Complaint channels" and  
[www.namyongterminal.com](http://www.namyongterminal.com) Topic "Contact the Chairman of the Board"
- Contact the Company's secretary  
Email [csnyt@namyongterminal.com](mailto:csnyt@namyongterminal.com)  
Via post mail Company's secretary  
Namyong Terminal Public Limited Company  
No.1168/52 (Lumpini Tower, 19<sup>th</sup> Floor) Rama IV Road,  
Tungmahamek sub-district, Sathorn district, Bangkok 10120

## Conclusion

### The Supplier Code of Conduct 's Validity

The Supplier Code of Conduct shall come into effect from 9 November 2023 and onwards until the new supplier code of conduct is considered and approved by the Company's board of directors.