



EGCO group's Supplier Code of Conduct

Introduction

Electricity Generating Public Company Limited or EGCO has a vision to be **a major sustainable Thai energy company with full commitment to environment protection and social development support**. 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 beliefs and values. Therefore, EGCO group has developed the Supplier Code of Conduct in line with the 10 principles of the UN Global Compact (UNGC) and other international standards such as, with Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGP) and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO), OECD guidelines for multinational enterprises, the Convention on the Rights of the Child, the Convention on the Rights of Persons with Disabilities, the International Covenant on Civil and Political Rights (ICCPR); and the International Covenant on Economic, Social and Cultural Rights (ICESCR) as well as the industry material topics as a guidance applying to all EGCO group's suppliers, both Tier-1 and non-tier 1. 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, Prevention of Anti-corruption, and Conflict of Interest
2. Human Rights and Labor Practice and Standards
3. Employee Practice
4. Occupational Health and Safety
5. Social Responsibility
6. Environmental Management, Pollution Prevention, Waste Management, Climate Change and Biodiversity
7. Sustainable Procurement and Knowledge.
8. Contact Information

1. Business Ethics, Prevention of Anti-corruption, and Conflict of Interest

1.1 Business Ethics and Transparency

- **Anti-corruption and Bribery.** 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 or bribery incidents, the suppliers shall report the incidents to EGCO group, please see details in No. 8 'Contact Information'.
- **Fraudulent and Ethical behavior.** EGCO group's suppliers shall have an ethical behavior that cover to own business conduction, managing of partner relationships, 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 Privacy and 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.
- **Tax Commitment.** EGCO group's suppliers shall ensure compliance with the spirit as well as the letter of the tax laws and regulations in the countries in which the company operates.

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.

1.4 Prevention of Conflict of Interest

- EGCO group's suppliers must conduct themselves with transparency in all business dealings to uphold the reputation and credibility of EGCO group. The use of EGCO group's resources, reputation, or symbols in an improper manner is considered unethical and a violation of partner ethics.
- EGCO group's suppliers should refrain from participating in any business activities or transactions that may create a conflict of interest with EGCO group. This includes situations where directors, executives, or representatives of the partner company or its affiliates may have a conflict of interest. If a potential conflict of interest arises, it must be reported to EGCO group as soon as possible.
- EGCO group's suppliers must maintain the confidentiality of any information received from the company and are prohibited from using such information for personal gain.
- EGCO group's suppliers should consider implementing training programs for employees on identifying and managing conflicts of interest.

2. Human Rights, and Labor Practice and Standards

2.1 Standards of Human Rights

- EGCO group's suppliers shall be obliged to respect and promote the human rights of stakeholders, including but not limited to own employees, women, children, indigenous people, third-party contracted labor and local communities, as recognized per global standard encouragement as well as treating to these groups with the utmost dignity and respect.
- EGCO group's suppliers shall perform avoidance in all form of discrimination, such as race, color, gender, ethnicity, language, religion, country of origin, nationality and disability, cultural background, or any other status, etc. EGCO group's suppliers shall advance and provide equal remuneration for all stakeholder groups.

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, Freely Chosen Employment, Forced Labor and Human Trafficking.

- EGCO group's suppliers shall prevent and not be involved with uses of any forms of forced, involuntary or compulsory labor, and any forms of slavery, modern slavery or human trafficking. EGCO group's suppliers shall not employ employees by using torture, detainment, harassment, abuses, coercions, threats or other forms that are considered as uses of forced labor and human trafficking.

2.4 Freedom of Association and Right to 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 Working Conditions, Wages and Benefits

- EGCO group's suppliers shall not allow or enforce their employees, including migrant workers, to work exceed the maximum limit of working hours 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 remuneration and 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 Layoffs Practice

- In any lay-off situation, suppliers shall practice in accordance with all applicable laws and regulations as well as notice period, paid compensation, and all other related benefits to their employees.

3.3 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.

3.4 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.

3.5 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 be 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, Pollution Prevention, Waste Management, Climate Change and Biodiversity

6.1 Prevention and Managing Environmental Impact

- EGCO group's suppliers shall comply their operations, products or service, material use and logistics including technology of transport system with environmental laws and regulations and other related-standards, in the way that minimized the environmental impact, prevent pollution, maintain any permits and conduct regular audits and monitoring of relevant environmental parameters.
- Supplier shall establish the measures to conserve natural resources, reduce energy consumption and use energy efficiently, reduce greenhouse gas emissions, protect and maintain biodiversity, and prevent pollution in line with EGCO group's sustainability goals and objectives.
- EGCO group's suppliers should conduct business in a manner that minimizes pollution from the outset, which may include:
 - Using closed systems to reduce water use and wastewater discharge.
 - Replacing hazardous substances with safer alternatives.
 - Improving production processes to reduce air emissions and waste generation.
- 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, 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 demonstrates a commitment to waste reduction, greenhouse gas emissions reduction, energy reduction, energy efficiency, and pollution prevention.
- EGCO's suppliers shall put their efforts to control the use of natural, 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 environmentally friendly technology contributing to their business.

6.4 Avoiding Deforestation and Conduct Activities in Protected Areas

- EGCO group's suppliers shall demonstrate commitment of their own operations and supply chain to avoid operational activities in close proximity to World Heritage areas and IUCN Category I-IV protected areas as well as avoiding deforestation.

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:.....