

BUSINESS CODE OF CONDUCT AND POLICY

BSCM FOODS CO.,LTD.

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Business code of conduct and Policy

BSCM Foods Company Limited is committed to promoting human rights and treating all employees with dignity and respect. We adhere to the principles of the international community by following accepted standards such as the Labor Protection Act, occupational safety and health laws, and Ethical Trade Practices (ETI).

BSCM Foods Company Limited has established this policy and business ethics guidelines to ensure that working conditions in the production process, the supply chain, and subcontractors are safe. Employees are treated with respect, rights, and dignity, and the production processes are environmentally friendly and sustainable. The guidelines are crafted to comply with relevant regulations and laws, promoting ethical operations and respect for human rights among BSCM Foods Company Limited's trading partners. This policy emphasizes occupational health and safety for employees and the sustainable management of related environmental factors.

BSCM Foods Company Limited has expectations for business partners

Business partners confirm that they will comply with legal requirements and industry standards and maintain accurate books and records. This commitment ensures adherence to legal requirements and industry standards to the extent law permits.

Business partners are expected to act following the standards set by BSCM Foods Company Limited. We encourage our partners to exceed the requirements outlined in this policy and code of business ethics. We understand that our partners operate in diverse legal and cultural environments, and we are open to evaluating alternative methods of operation. If a business partner identifies a better approach than those listed in this policy and code of business ethics, they must still comply with all applicable legal requirements. The company expects its business partners to adhere to the principles specified in this policy and practice. If inconsistencies with ethical policies and practices are found, potentially leading to legal conflicts or violations, business partners must immediately inform BSCM Foods Company Limited. They should also explain how they intend to address the situation appropriately.

1. Human Rights

The company must respect employees' rights and treat them according to international standards following the guideline as follows:

1.1 Freely Chosen employment

The company will not compel employees to work in any capacity without their consent. Employees should not be asked to provide a security deposit or hand over their original identification documents, including national ID cards, educational certificates, or house registration documents, as a condition of employment. The only exceptions are for roles requiring a security deposit before commencing work, such as positions involving property security, cashiering, and accounting.

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1.2 Freedom of Association

Employees reserve the right to organize and negotiate with their employers through trade unions and committees if this does not violate the law and is not hindered by the employer's actions. Employee members and representatives must be treated equally and should not be bullied, transferred, fired, or treated unfairly in any way.

1.3 Child Labour

The company must not employ children under 15 years old, and children must not be found working in unsafe environments, performing dangerous work, or working at night. All employees must maintain a valid registration and work record. The company has established a policy for hiring child labor, requiring employees to be at least 18 years of age to work there. Besides, the company must maintain documentation of each employee's birth date or use other legal methods to verify the age of individuals.

Note: The establishment's policy for hiring child laborers must comply with the International Labor Organization (ILO Standard).

1.4 Wages and Benefits

The company must pay compensation according to the law, using Thai currency, at the employee's workplace as soon as payment is due. If payment is made otherwise, consent from the employee must be obtained. There must be no wage deductions except for those permitted by law. Employees must receive their wages and direct payment documents on time, with payment made via bank account or similar method. All employees will receive written information and be informed about the conditions of employment and wages before starting work. They will also be notified of the details of their wages each time they are paid.

1.5 Working Hours

The company has set normal working hours per week to be at most 48 hours, with at least 1 day off every week, and the company has set them to stay within the maximum limit set by local law. Moreover, the working week is limited, and it is specified that it should not exceed 60 hours per week, which includes overtime. Overtime is the employee's right, except the following case:

In emergencies or unusual situations, such as work that causes damage to the employer or work related to crises like war, floods, or other emergencies, employees are required to respond accordingly. Employees will have one day off per week.

As per ETI requirements, overtime is limited to no more than 12 hours per week. However, according to Thai labor laws, overtime work can be scheduled for up to 36 hours per week.

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1.6 Human Treatment

The company has established policies and procedures for disciplinary actions and has communicated them to employees. The company prohibits the mistreatment of employees in any form, including violence, harassment, sexual harassment, corporal punishment, mental or physical coercion, or the use of rude language among employees. Any practice that has the potential to intimidate or harm employees is strictly prohibited.

The company must not impose punishments such as deducting money, reducing wages, physically or mentally punishing, forcing, intimidating, or harming employees in any way. Employers are required to have measures in place to prevent sexual harassment, including the use of words, gestures, or physical contact, especially for female employees and children.

1.7 Discrimination

The company does not consider nationality, race, language, age, gender, marital status, personal attitudes about gender, disability, union membership, popularity in political parties, or personal concepts when making employment decisions. This includes payment of wages, compensation, benefits, training and development, promotion, termination, and retirement. The company also ensures that it does not obstruct or interfere with the actions or activities of employees related to race, national traditions, religion, gender, membership in a trade union, or political party affiliation.

1.8 Sub-Contracting and Homeworking

The company does not have a policy of using subcontractors or those who accept work to be done at home. But if there is a need to use them, the company will notify the relevant customers of the use and make an agreement to accept the use with them before the work is carried out.

The company has established and maintained an evaluation process for selecting subcontractors and those who accept work to do at home.

The company will provide subcontractors, and the home contractor expresses a written commitment to comply with the standard's requirements.

The company will provide subcontractors. Those who receive work to do at home will be notified in cases where they have a business relationship with The Company and will record and store various evidence related to suppliers' compliance with standard requirements. Subcontractors and home contractors

2. Health and Safety

The company is required to establish a safe and hygienic working environment in compliance with relevant laws and regulations for its employees, and it should continuously enhance these standards. The guidelines for achieving this are outlined as follows:

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2.1. Safety at work

The company is responsible for managing the safety of employees whose work is potentially hazardous. The engineering and management control departments must ensure proper supervision and design measures for prevention, maintenance, and safe working procedures. Continuous safety training should be provided if hazards cannot be adequately controlled. Additionally, employees are entitled to receive suitable, well-maintained personal protective equipment, and they should not face penalties for safety-related matters.

2.2 Emergency planning

The company will assess and analyze the situation to minimize potential impacts and establish emergency plans and response protocols. This includes implementing emergency reporting procedures, early warning systems, evacuation plans, training, and drills as outlined in the emergency plans, fire prevention and suppression equipment, the presence of adequate fire exits, and a comprehensive rehabilitation plan.

2.3 Work-related injuries and illnesses

The company has established procedures and systems to prevent, manage, measure, and report work-related injuries and illnesses, including preparation for:

- a. Employee reporting support
- b. Work-related injuries and illnesses record
- c. Procurement of drugs and medical supplies
- d. Accident investigation and corrective action to eliminate the cause of the accident
- e. Support to facilitate employees' return to work

2.4 Occupational health in the workplace

The company is committed to identifying, assessing, and controlling hazards that may arise for employees working with chemicals and biological and physical substances. This includes implementing engineering controls and managing risks. When sufficient power is not feasible, the company has supplied personal protective equipment to ensure employee health and safety.

2.5 Safety in working with machinery

The company has assessed the risks associated with operating production machinery and other equipment by providing protective gear to prevent bodily harm and ensuring proper maintenance to minimize the risk of employee injuries.

2.6 Hygiene and food

The company provides toilets, drinking water, and food preparation areas. Food storage and cheap places to eat Hygiene is provided appropriately and adequately.

3. Environmental Management

The company will comply with laws, regulations, and environmental standards while striving for continuous development, including compliance with various environmental regulations related to products and services.

3.1 Legal Environmental Compliance and Reporting

The company complies with environmental laws, including waste disposal, and maintains permits and reports as required.

3.2 Pollution prevention and Resource use reduction

The company ensures that all waste generated from its activities is disposed of correctly, appropriately, and following legal requirements. Various measures are taken to manage water and energy use, such as improving production processes, using alternative raw materials, conserving natural resources, and reusing materials.

3.3 Hazardous chemicals

The company needs to properly handle chemicals and other materials that could be hazardous if released into the environment. This involves ensuring safety when handling, transporting, storing, using, reusing, and disposing of these materials in various company activities.

3.4 Wastewater and waste

The company implements monitoring, control, and management measures for wastewater and waste generated during production processes and from public utilities, ensuring proper treatment before disposal outside the company premises.

3.5 Releasing waste into the air

The company oversees and regulates the emission of diverse organic compounds, encompassing vapors, aerosols, liquids, and corrosive particles, while also managing chemicals that mitigate ozone and combustion effects prior to their discharge into the external environment.

3.6 Limiting the amount of chemical

The company adheres to legal requirements, regulations, and customer preferences concerning the prohibition or elimination of specified substances, encompassing aspects such as labeling, reuse, and disposal protocols.

4. Business Ethics

The company, its employees, and authorized agents must refrain from engaging in the following activities, directly or indirectly:

- Offering or accepting bribes or kickbacks, whether in cash or other forms, to obtain or maintain business or any improper advantage. "Improper advantage" includes benefits to which the company is not entitled, such as obtaining a license for a facility that fails to meet legal requirements.
- Paying convenience fees if such payments violate relevant laws and regulations.

The company does not offer or accept bribes or any other means to gain improper benefits. Employees must not accept or give gifts, prizes, or any other benefits from individuals involved in work, as this could improperly influence their decisions or actions.

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The company maintains accurate records and complies with regulatory requirements by securely managing information and implementing appropriate access control measures based on confidentiality levels. We are committed to disclosing business information, financial structures, and performance results to relevant government agencies as per regulatory requirements. Additionally, the company is committed to developing socially responsible practices.

Business code of conduct and Policy are guidelines for all managing directors, executives, officers, employees, and business partners. This Business code of conduct and Policy aims to reaffirm our strong dedication to the highest standards of conduct in all business operations.



Sopan Manathanya

Managing Director

BSCM Foods Company Limited

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Acknowledgement of Business code of conduct and Policy

I acknowledge that I have received and read BSCM Foods Company Limited's policy and guidelines for business ethics.

I understand my responsibilities, policies, and guidelines in detail. BSCM Foods Company Limited has policies and agreements for business partners and employees to abide by. This document is not considered a trading or employment contract. With this acknowledgement, I would like to make a statement to BSCM Foods Company Limited on the date of acknowledgment of this document.

1. I will adhere to the operating principles and principles of business ethics of BSCM Foods Company Limited. I will not engage in any activity that violates these principles, whether in whole or in part.

2. If I become aware of any actions that violate or contravene the business ethics of BSCM Foods Company Limited, I will report them to my supervisor or relevant agencies.

Signature(Company Name)

Name-Surname(Printed letter)

Position

Signature

Date

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