BSCM Foods Co., Ltd.
碧愛思希思姆食品有限公司
บริษัท บีเอสซีเอ็ม ฟูดส์ จำกัด
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Supply Chain Security Policy

The company has established a Supply Chain Security Policy to implement, maintain, and improve safety management. The goal is to ensure supply chain security by protecting personnel, products, infrastructure, and equipment, including preventing transportation accidents and potential impacts. This policy has been published for business partners and employees to follow. Additionally, security measures are reviewed, and review meetings and training for operational staff are conducted at least once a year.

1. Risk Assessment

The company has conducted a safety risk assessment and implemented preventive measures. This risk assessment is reviewed annually or whenever changes in risk factors occur.

2. Prohibited Labor

The company has a policy in strictly not hiring prohibited labors.

3. Business Partners

The company has implemented a screening process for business partners, including administrators, subcontractors, job seekers, service providers, logistics companies, trucking companies, and cases where off-site warehouse services are used. This ensures that security measures align with the criteria of the Supply Chain Security Policy.

- Business partners involved in exporting goods to the United States must comply with the requirements of the Customs-Trade Partnership Against Terrorism (C-TPAT). This includes certification for transportation companies, importers, ports of entry, checkpoints, brokers, container collectors, etc. The company must possess certification documents such as C-TPAT certificates and SVI numbers to confirm that these business partners are certified under the C-TPAT program.

4. Personnel Security

The company arranges to verify the identity of employees and outsiders who encounter the factory. Sensitive positions are monitored, including employees who work directly with the product, packing products in containers, and seal operators.

- Pre-Employment Verification requires human resources officers to verify information in job applications, such as work history and references, before employment.
- **Black ground Checks/Investigations**
  - For new employees, the Human Resources department checks prospective employees to ensure compliance with national regulations, including a thorough history investigation.

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- Human Resources staff conduct background checks and re-investigations for current employees every two years.

- For the Personal Termination Procedures, in the event of employee termination, the Human Resources department must request the return and cancellation of the employee identification card and the revocation of access rights to the establishment and various work systems.

5. **Physical Access Controls**

The company has implemented access control measures to prevent unauthorized entry into the establishment. This helps manage employees and visitors and protects the company's assets. As part of this access control, identification cards must be issued to all visitors and suppliers at entry.

- Employees are issued identification cards to identify them and control their entry-exit rights. Entry and exit rights are granted to employees only in secured areas when they need to perform their duties. The personnel department officials are responsible for controlling the issuance or cancellation of employee ID cards and visitor and supplier cards.
- Upon arrival, visitors must present photo identification for record-keeping purposes. A company official must accompany each visitor and always wear a visible temporary identification card (Visitor Card).
- Regarding deliveries, including postal parcels or letters, the delivery person must show security personnel a vendor identification card and photo identification upon arrival for record-keeping purposes. Company staff must inspect packages and postal items before further distribution.
- If unauthorized persons are discovered or identification is unclear, employees or officials of the company must notify the personnel department officer or security officer to escort the individual out of the area.

6. **Physical Security**

The company has implemented procedures and physical barriers or protective devices to prevent unauthorized access to the establishment that align with C-TPAT (Customs-Trade Partnership Against Terrorism) physical security standards within the supply chain network. These measures include:

- Fencing: The entire area around the company, including areas where goods are handled, is enclosed by fences to separate goods into designated groups.
- Gates and Guardhouses: Entry and exit points, including gates and doors, are always monitored by security guards or surveillance systems.
- Parking: A dedicated parking area is provided for outsiders to prevent unauthorized parking near areas where goods are handled and stored.

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- Building Structure: The building is constructed using materials resistant to break-ins to prevent illegal entry, with regular inspections and repairs to ensure structural integrity and safety.
- Locking Devices and Key Controls: To maintain security, entrance and exit doors, as well as fences, are equipped with locking devices.
- Lighting: Adequate lighting is installed inside and outside the building, including entrances, areas where products are handled and stored, fence lines, and parking lots.
- Closed-Circuit Television (CCTV) Cameras: CCTV cameras are installed for surveillance, covering the establishment area to prevent unauthorized entry into areas where goods are handled and stored. A data backup system verifies events up to 90 days back, with 24/7 recording.

7. Cybersecurity

The company has developed a comprehensive cybersecurity policy that encompasses safeguarding confidential business information and protecting against unauthorized access to information and transportation documents. This policy aims to mitigate cybersecurity risks and outlines protocols for responding to data breaches, including data loss or equipment compromise and data recovery measures.

- The company has implemented software to combat cyber and hardware threats such as malware, viruses, spyware, worms, trojans, and internal and external intrusions through firewalls to bolster cybersecurity measures. It receives regular updates to stay current with cybersecurity protocols.
- The company regularly tests the security of its IT infrastructure.
- The company has created a system to identify unauthorized access/IT data. Including access to internal systems or Inappropriate external website
- The company reviews cyber security policies and procedures every year.
- The company limits user access based on job roles and responsibilities, regularly checks permission to access information, and cancels access when an employee leaves the company, regardless of the circumstances.
- The company manually configured a remote connection and installed security technology, such as Virtual networks (VPNs).
- The company allows the use of personal devices for work, which must be followed according to The Company's Cyber Security Policy and Procedures. Personal devices include data storage media such as CD, DVD, and USB.
- The company schedules data backups once a week. Susceptible and confidential data is stored in a password-accessible format.

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- The company has restricted the import and export of all IT equipment, media, hardware, or other sensitive information. The remaining quantity must be considered. When disposed of, they must be adequately disinfected or destroyed.

Accountability

The company has established a system to monitor unauthorized access to information technology, such as incorrect system entry, tampering, or unauthorized modification of business information. Any individuals who violate these policies or attempt unauthorized access will be subject to disciplinary action as deemed appropriate.

8. Seal Security

The company has a highly secure sealing process in place. Swale's standards must comply with ISO 17712 standards for seals kept in the workplace. They must be safe and locked to prevent unauthorized access.

- The company inspects seals before use. Ensure the seal is complete and follow the inspection steps (View / Verify / Tug / Twist (VVTT)) to ensure the seal is highly secure, has been appropriately locked/installed in the container, and works as designed.

  V – Look at the seal and locking mechanism. Make sure it works.

  V - Check the Seal number against the shipping document for authenticity.

  T - Pull the Seal to ensure that the Seal closes appropriately.

  T -Twist and rotate the threads to ensure that the components do not separate. or any part of the Seal is loose.

- The company records the seal number on the container inspection form.

9. Agricultural Security

The company has procedures to prevent visible insect, plant, and other animal contamination in products, packaging, packaging, and transportation, including compliance with Wood Packaging Materials (WPM) regulations.

The company prepares space and inspects product storage areas regularly. Ensure that there is no contamination by insects, plants, and other animals.

10. Container Security

The company has a process for inspecting containers and sealing them to prevent unauthorized transportation of goods or persons.

- The written work procedures cover both safety inspections and inspections of agricultural products. They include essential points for container security modifications and visible pest contamination, as specified in item 9. No visible insects or plants must be found in the container used to contain the product.

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- Container storage must be kept in a secure area to prevent unauthorized access by persons. Container inspection: The company inspects containers before making a product loading transaction. They record container

  inspections into the form and check Seal Verification (CISV) to ensure the completeness and physical characteristics of the container.
- If contamination of animals, vehicles, and plants is found visible during inspection, cleaning/vacuuming must be done to remove contaminants. If warranted, refuse the container and request a new one.
- If a container is used with external hardware installed, it must be solid and durable to remove it. Doors, handles, latch bars, rivets, and other parts - all container locking mechanisms must be fully verified to prevent tampering.
- Safety area Containers must be inspected and loaded in a secure area by authorized factory personnel only. To prevent the access of unauthorized persons, the area should be monitored using security technology.
- Transportation safety During transportation, from the point of loading to the delivery of the container to the port, it must be protected from the introduction of unauthorized materials or materials that cannot be identified. These can be done using the following methods.
- The company works with transportation service providers to follow the movement of containers from the factory to the port.

    - The driver has a designated time for the delivery person or company to check in And notify dispatchers of route delays. Due to weather conditions, traffic, breaks or meal breaks, route changes.
    - Transport recording Providers should use tracking and auditing records. Or equivalent technology (Global Positioning Satellite (GPS)) to ensure that the container container is as safe as possible while visiting the port. There should be a record of the time the container left the company. , stops along the way, arrival time at the port.

11. Commercial Document

The company has a verification process to ensure that all information used in product verification is complete and accurate. This process aims to prevent any changes, loss, or introduction of erroneous information. It includes reviewing shipping documents such as invoices, packing lists, B/L, and CISV.

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12. **Training, Awareness, And Reporting**

The company has organized training to raise awareness and provide guidelines for employees, including newly hired employees, based on their duties and job positions. Regular safety measures are in place to raise awareness about vulnerabilities, including those related to facilities, vehicles, and transportation of goods. This also involves identifying and reporting suspicious activity and security incidents involving personnel in sensitive positions.

- Plant training Personnel for inspecting containers The company provides training on how to conduct safety inspections. Plant inspection covers pest prevention measures, regulatory requirements using wood packaging materials (WPM), and signs of pest contamination.
- Security in information technology The company provides training on its cyber security policies and procedures, including passwords/password protection. And how to gain unauthorized access to a computer
- Situation reporting The company has written procedures for reporting Security incidents or suspicious activities regarding operational methods such as evidence of stealth, discovery, counterfeiting of seals (seals for closing containers), or the discovery of hidden compartments in containers.
- For anonymous reporting, the company has established procedures for reporting safety-related problems without revealing one's identity to avoid jeopardizing job safety or facing threats from others.
- For internal investigation the company has designated employees to perform internal investigations. For safety-related incidents, the company's internal investigations must be documented. And ready to be provided to law enforcement agencies as appropriate

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Sopan Manathanya

Managing Director

BSCM Foods Company Limited

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Supply Chain Security Policy

I have received and read the Supply Chain Security Policy of BSCM Foods Company Limited, Issue 00, and I understand my responsibilities, policies, and guidelines in detail.

I understand that BSCM Foods Company Limited has policies and agreements that business partners and employees must abide by. Following this document, it is not considered to be a sales contract or any 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 preserve which is the operating principle following the Supply Chain Security Policy. I will not do anything that violates or violates the Supply Chain Security Policy of Company BSCM Foods Company Limited, whether in part or in whole
2. I will monitor if I see any activity. This is a violation or violation of the Supply Chain Security Policy of BSCM Foods Company Limited. I will report it to my supervisor or relevant agencies are informed

Signature .....(Company Name)

Name-Surname .....(Printed letter)

Position .....

Signature .....

Date .....