



Announcement of Ratch Pathana Energy Public Company Limited

No. 2/2025

Supplier Code of Conduct

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Ratch Pathana Energy Public Company Limited and its subsidiaries (hereinafter referred to as the “Group”) are committed to growing their business sustainably with good corporate governance. The Supplier Code of Conduct serves as a framework to ensure that suppliers adhere to the Group’s intentions in terms of business ethics, environmental stewardship, and social responsibility. It also supports the Group’s goal of contributing to a more equitable and environmentally conscious society.

Scope

The term ‘Supplier’ under this Supplier Code of Conduct refers to any supplier who has agreements to provide goods or services to the Group, regardless of the type of product or service. Suppliers are not limited to agents, brokers, consultants, contractors, or product/service vendors but also include all external service providers.

Enforcement of the Supplier Code of Conduct

The Group believes that its good reputation and responsibility are reflected through every procurement activity—whether involving goods, services, or business processes. This Code has been established under relevant laws, regulations, and requirements to encourage suppliers to operate ethically, respect human rights, treat labor fairly, ensure safety and occupational health, and sustainably manage the environment. These standards form a key part of trade conditions and contract agreements.

1. Business Ethics

Suppliers of the Group are required to conduct their business in accordance with internationally recognized ethical standards. The guidelines are as follows:

1.1 Business Integrity, Anti-Corruption, and Bribery:

Suppliers must operate their business with integrity and adhere strictly to the Group’s Anti-Corruption Policy. This includes a firm commitment to preventing all forms of corruption, fraud, extortion, and bribery. If any supplier is found to be involved in giving or receiving bribes, the Group reserves the right to terminate the contract without bearing any liability for damages incurred by the supplier as a result of such termination. Furthermore, the supplier may be subject to legal prosecution in accordance with applicable laws.

1.2 Compliance with Laws and Regulations:

Suppliers must operate in full compliance with all applicable laws, including international, national, and local laws, as well as all regulations relevant to their business operations and obtain all necessary permits or licenses required in the jurisdictions where they operate.

1.3 Confidentiality:

Suppliers must safeguard the Group’s confidential information and prevent any unauthorized disclosure. The use of such information for unlawful purposes, personal benefit, or commercial advantage is strictly prohibited.



1.4 Conflict of Interest:

Suppliers must notify the Group in writing if any actual or potential conflict of interest arises between the supplier and employees or personnel of the Group.

1.5 Gifts and Gratuities:

Suppliers must acknowledge that the Group's employees shall not offer or accept any gifts, rewards, or souvenirs that may influence business decisions or result in unfair advantage, except for customary business gifts in accordance with standard business practices.

1.6 Information Disclosure:

Suppliers must maintain accurate records and disclose relevant information regarding their business, environmental impact, social activities, organizational structure, and financial performance, in compliance with applicable laws and regulations.

1.7 Intellectual Property Protection:

Suppliers must respect and avoid infringing on patents and intellectual property rights of others and the Group. They must use intellectual property and trade secrets belonging to the Group, its affiliates, or others strictly in accordance with the specified terms and conditions. Unauthorized disclosure or use of intellectual property without the Group's consent is strictly prohibited.

2. Human Rights and Labor Practices

Suppliers of the Group must respect labor rights and treat workers fairly in accordance with internationally recognized standards. The guidelines are as follows:

2.1 Respect for Human Rights:

Suppliers must acknowledge, respect, and promote the human rights of all stakeholders in accordance with the Universal Declaration of Human Rights. This includes employees and vulnerable groups such as women, children, minorities, migrant workers, contract workers, and local communities. Suppliers must treat all individuals with dignity and respect, avoiding any discriminatory or degrading behavior based on differences in race, color, gender, ethnicity, language, religion, country of origin, nationality, disability, culture, or any other status. Equal treatment for all is required.

2.2 Freedom of Labor:

Suppliers must not use any form of forced or involuntary labor under any circumstances.

2.3 Child Labor:

Suppliers must not employ child labor under the minimum legal age and must not allow children or individuals under 18 years old to work during nighttime hours or in hazardous environments.

2.4 Treatment of Female Workers:

Suppliers must protect female workers from tasks that may pose risks to their health and safety. Pregnant workers must be entitled to the benefits and protections prescribed by law.

2.5 Compensation and Benefits:

Suppliers must pay wages and provide legally mandated benefits to workers accurately and fairly. Compensation must be no less than the statutory minimum wage prescribed by law and must include all applicable legal entitlements and compensation.

2.6 Working Hours:



Suppliers must not require employees to work beyond the hours permitted by law, including overtime and work on holidays.

2.7 Equal Treatment:

Suppliers must treat all employees equally and must not engage in any form of discrimination in hiring, compensation, training, promotion, termination, or dismissal based on gender, race, color, religion, age, marital status, pregnancy, political opinion, or disability.

2.8 Termination of Employment:

Suppliers must conduct employee terminations in accordance with labor laws and must not terminate employment without just cause, unless supported by clearly justified legal grounds related to employee performance.

2.9 Humane Treatment:

Suppliers must respect employees' rights and must not engage in physical, verbal, or psychological abuse, including any form of harassment or intimidation.

2.10 Freedom of Association and Collective Bargaining:

Suppliers must respect the rights and freedom of employees to join or refrain from joining associations, unions, or federations, including the right to collective bargaining.

2.11 Community Engagement:

Suppliers must actively build and maintain constructive engagement with local communities to foster sustainable relationships in the areas where they operate.

2.12 Community Impact:

Suppliers must systematically assess, document, and manage the environmental impacts that may arise from their operations on surrounding communities.

2.13 Supply Chain Business Partner Management:

Suppliers must monitor and ensure that their own suppliers, subcontractors, and business partners comply with applicable laws. They must also assess potential risks arising from these parties, evaluate their performance, and take corrective actions to resolve deficiencies.

3. Environmental Responsibility

Suppliers of the Group shall comply with all applicable environmental laws, regulations, and standards, and are expected to continuously improve their practices. Suppliers must also comply with specific environmental requirements related to the products and services they deliver. The following practices are required:

3.1 Environmental Policy:

Suppliers must adhere to the Group's quality, environmental, safety, and energy conservation policies. Suppliers are expected to share responsibility in protecting the environment by complying with applicable environmental laws and regulations.

3.2 Environmental Management Throughout the Product/Service Lifecycle:

Suppliers must strive to improve energy efficiency and reduce pollution throughout the lifecycle of their products and services.

3.3 Hazardous Chemicals and Substances:

Suppliers must identify, classify, and manage waste and hazardous waste generated from production and operational processes before releasing them into the external environment.

3.4 Water Pollution:



Suppliers must monitor, control, and treat wastewater generated from production, operational processes, and sanitation systems before discharging it into the environment.

3.5 Air Pollution and Greenhouse Gases:

Suppliers must classify, monitor, control, and treat emissions and combustion by-products from production and operations before releasing them into the environment. Suppliers are also expected to make efforts to reduce greenhouse gas emissions through various mechanisms.

3.6 Soil and Groundwater Contamination:

Suppliers must assess and manage the risk of soil and groundwater contamination during their production or service operations and implement appropriate environmental management practices.

The Group expects all suppliers to uphold and comply with this Supplier Code of Conduct, conducting business ethically, transparently, and in a manner that is auditable and free from all forms of corruption. Suppliers are also expected to ensure fair competition and maintain workplace health and safety with the shared goal of achieving sustainable growth together

In cases of any non-compliance with the Supplier Code of Conduct or if unfair treatment is observed, such incidents may be reported through the designated whistleblowing channels.

1. Reporting via Company Website / Email

Department	E-mail Address
Board of Directors	directors@ratchpathana.com
Audit Committee	auditcommittee@ratchpathana.com
Governance and Risk Management Committee	cgcommittee@ratchpathana.com
Managing Director	MD@ratchpathana.com
Human Resources Management and Development Department	hrmanager@ratchpathana.com

2. Reporting by Mail

Please send your letter to the Chairperson of each committee, the Managing Director, or the Human Resources Management and Development Division at the following address:

Ratch Pathana Energy Public Company Limited
636 Moo 11, Sukhaphiban 8 Road, Nongkham,
Sriracha, Chonburi, 20230 Thailand

The Company will treat all related information as confidential and will prioritize the safety of the complainant, except where disclosure is required by law.

Announced on: January 30, 2025

Suvimol Prataknukul
Managing Director