



Supplier code of conduct

Infraset Public Company Limited

Objectives

Infraset Public Company Limited ("the Company") is committed to conducting business with transparency, honesty, legality, and in accordance with corporate governance principles, alongside promoting and supporting social and environmental initiatives in line with sustainable development principles. This approach leads to a balance among society, the environment, and business, allowing them to grow together sustainably.

The Company is committed to promoting these principles with its partners and aims to develop the potential of its partners, who play a significant role in the Company's operations and are part of the supply chain. The Company desires its partners to operate alongside it with integrity, honesty, transparency, fairness, and accountability, ensuring mutual growth and expanding development efforts to society at large.

The Company has therefore created and published this Supplier Code of Conduct to explain the practices expected of all partners who wish to do business with the Company. The aim is to ensure that partners operate ethically, comply with the law, respect human rights, treat workers fairly, follow safety and occupational health standards, and protect the environment, as well as monitor compliance with this code of business ethics as appropriate.

Practices

1. Business Ethics

- **Honesty, Integrity, and Fairness**

Conduct business based on correctness, transparency, honesty, integrity, and ethics. Comply with the law, regulations, and rules related to business operations, and uphold principles of fair competition. Do not engage in unfair pricing or create competitive advantages unfairly. Ensure the delivery of goods and services is accurate, complete, and timely. In the event of errors in goods or services delivered, cooperate with the Company in investigating and correcting such mistakes to the best of your ability.

- **Conflict of Interest**

Do not have any relationships with the Company's directors, executives, or employees that may result in gaining undue benefits or create a business conflict of interest with the Company. Do not seek personal benefits or provide advantages to relatives through your position, duties, or opportunities from collaborating with the Company.

- **Anti-Corruption**

Cooperate with the Company in combating corruption in all forms. Do not engage in or accept actions that involve corruption or bribery by offering or promising money, gifts, or special privileges in any form, whether directly or indirectly, to the Company's directors, executives, or employees to gain business benefits or advantages.

The Company also encourages partners to establish measures or policies to prevent employees from engaging in corruption and to cooperate with the Company's anti-corruption policy, available on the Company's website at www.infraset.co.th. This

includes refraining from giving gifts, presents, or benefits during all occasions to the Company's directors, executives, and employees.

- **Intellectual Property Rights**

Operate in compliance with laws, regulations, or provisions regarding intellectual property rights. Respect the intellectual property of the Company and others, and ensure that employees or partners' associates do not infringe on any intellectual property rights, whether of the Company or third parties.

- **Confidentiality**

Protect confidential information related to the Company or any stakeholders that arises from the partner's duties, as agreed upon. Do not disclose, use, or exploit confidential information for personal gain or for others without written consent from the Company, unless required by law.

2. **Human Rights and Labor**

- **Fair Treatment of Employees**

Treat all employees or workers fairly and equally, without discrimination based on race, ethnicity, gender, age, skin color, religion, origin, marital status, freedom of expression, physical condition, or social status.

- **Labor Protection**

- Do not use child labor below the legal age. If child labor is used, ensure compliance with legal protection standards. Female workers must be protected from tasks harmful to their health or safety, and pregnant employees must be protected according to legal rights.
- Do not hire illegal workers. For foreign workers, ensure that all necessary permits and registrations with the authorities are in place, as required by law.
- Treat workers in accordance with the law, avoiding any harassment, threats, or confinement of workers in any form, including forced labor or human trafficking.
- Terminations should be carried out in accordance with labor laws or other applicable regulations.
- Provide working hours, overtime, and leave according to the law, with overtime or working on holidays being voluntary for the employee.

- **Wages and Benefits**

Ensure that wages, overtime, holiday pay, and benefits are paid in compliance with the law and are fair, appropriate for the job type, and the amount of work performed. Wages must not be below the legal minimum wage, and payments must be made on time, in addition to ensuring all legal benefits for employees.

3. Safety and Occupational Health

- Ensure a safe and healthy working environment that promotes effective work, complying with all relevant laws, regulations, and standards. Establish safety protocols to prevent accidents and health impacts from work activities.
- Provide measures or plans to ensure workers' safety during regular operations and emergencies, including training employees to understand safety protocols and being prepared to respond correctly in case of accidents or emergencies.

4. Environmental Management and Sustainable Development

- Ensure compliance with environmental laws or regulations related to public health and safety.
- Operate with consideration for the impacts on communities, society, and the environment, and implement measures to control environmental effects caused by operations.
- Establish measures to reduce environmental impacts from production and transportation processes, covering pre-operation, during operations, and post-construction activities. Focus on efficient use of energy and resources for maximum benefit, including waste water treatment, waste disposal, and air pollution reduction, adhering to the 3R principles: Reduce, Reuse, Recycle.
- Continuously improve and innovate through collaboration, knowledge sharing, and experiences to enhance operational processes and contribute to mutual business development.