

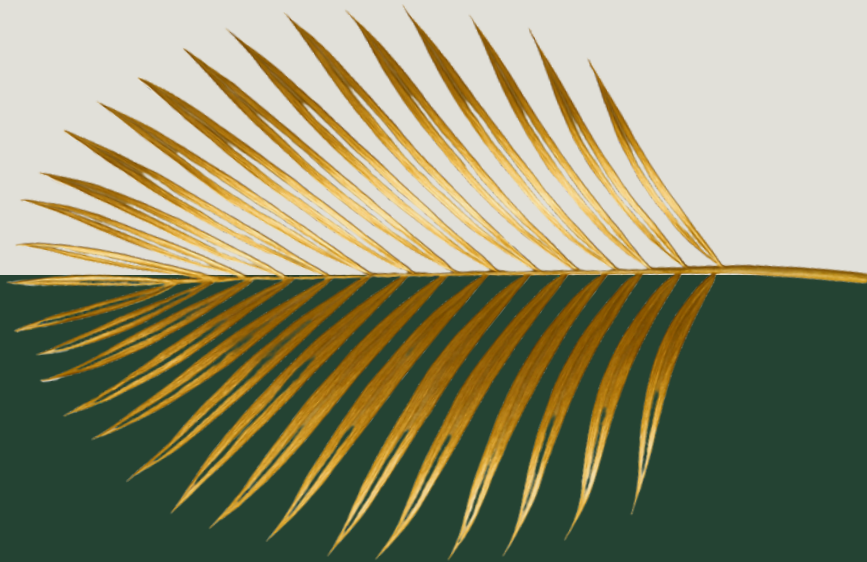


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UNITED PALM OIL INDUSTRY PUBLIC COMPANY LIMITED



Supplier Code of Conduct



Effectiveness Date May 8, 2025

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Vision

The leading sustainable palm oil business Company with operational excellence, international best practices, and world-class competitive strengths.



Mission

- (1) Building capacity in entire palm oil business value chain from seeding, germinating, plantation, crop oil extraction and related business so as to be competitive and recognizing in the industry.
- (2) Performing the high value palm oil business by focusing on palm oil seed with high yield to fulfill grower requirements of as well as providing the best services.
- (3) Employing advanced technology in production and international management system as well as taking care of the environment, biodiversity, communities, and society.
- (4) Always ensuring the health, safety, and welfare of all employees and building trust and confidence among our customers, grower/suppliers and generating return to shareholders and other stakeholders appropriately.





Supplier Code of Conduct

consists of



BUSINESS ETHICS



Supplier Code of Conduct

Suppliers shall conduct business with integrity, transparency, and ethics, complying with relevant laws, regulations, and rules related to their business operations.

Fair Trade Practices

Suppliers shall treat their competitors fairly and shall not seek confidential information about competitors through dishonest or inappropriate means.

Conflict of Interest

Suppliers' actions shall be free from personal or related parties' influence. Suppliers shall inform the Company when they undertake actions that could potentially lead to a conflict of interest.

Intellectual Property

Suppliers shall conduct business in accordance with laws related to intellectual property rights, ensuring that they do not disclose or infringe upon the Company's intellectual property.

Disclosure and Confidentiality of Information

Suppliers shall accurately, completely, sufficiently, and timely record and disclose information as required by law. They shall not disclose or disseminate important or confidential information of the Company or stakeholders without consent.

Anti-Corruption, bribery, present, or benefits

Suppliers shall not engage in any activities that could be considered or have the potential to involve corruption or bribery in any form. They shall not accept or offer presents, assets, or benefits from/to any related parties.



LABOR AND HUMAN RIGHTS

Suppliers of the Company shall prioritize fundamental labor rights by strictly complying to labor law and human rights. They shall respect freedom of an individual and personal data protection and conduct a regular review to ensure that the Company does not involve in human right violations.

1 Compliance with Labor Laws and Human Rights Principles

Suppliers shall implement fundamental labor rights and strictly comply with labor laws and human rights principles.

2 Non-Discrimination

Suppliers shall not discriminate based on origin, gender, age, skin color, race, nationality, religion, disability, status, family background, education, political beliefs, and shall respect personal freedom and personal data protection. They shall ensure their business does not involve any human rights violations.

3 Child labor

- Suppliers shall not have any policy supporting employment of children under fifteen years of age. In the case of employment of a young worker under eighteen years of age, the employer shall comply with the labor laws.
- Suppliers shall not employ individuals under eighteen years of age to perform any dangerous work or work in a hazardous environment.
- Suppliers shall provide a rest period of one consecutive hour after the employee has worked for four hours. The employee shall not be allowed to work between 22.00 – 6.00 hours, to work overtime, or to work on holidays.
- Suppliers shall not require a young worker under eighteen years of age to lift, carry on his or her shoulders, carry on his or her head, pull or push loads in excess of the weights prescribed in the Ministerial Regulations.

4 Wages, Benefits, and Working Hours

Suppliers shall provide employment contracts in written form, clearly specifying normal and overtime working hours, and ensuring fair and legal wages and benefits as mandated by law.

5 Workplace Safety

- Suppliers are required to provide a safe and hygienic working environment in accordance with international standards. They shall educate workers on safety and occupational health, conduct annual safety training, and offer regular health check-ups based on risk assessments.
- Standard personal protective equipment shall be provided.

6 Prohibition of Forced Labor

Suppliers shall operate without the use of forced labor, including abuse, threats, harassment, confinement, human trafficking, or any form of violence.

SOCIAL, COMMUNITY, AND ENVIRONMENTAL RESPONSIBILITY

Suppliers of the Company shall operate the business considering issues related to Environmental, Social, and Governance (ESG).

Community and society

- Conduct business with consideration for the potential impact on society and communities.
- Aim to build good relationships with the community by promoting Corporate Social Responsibility (CSR) activities and initiating programs that enhance the well-being of communities.
- Regularly communicate with and listen to the opinions of society and/or communities, for example, by providing channels for the community to report concerns or complaints.

Environment

- Conduct business with consideration for the environmental impact throughout the supply chain and comply fully and strictly with state environmental regulations and laws.
- Establish environmental policies that encompass the Company's operations.
- Prioritize the selection of raw materials based on their environmental impact and promote the judicious use of resources such as energy, water, raw materials, and other materials. Implement waste and waste management practices, as well as strategies to reduce greenhouse gas emissions, to minimize environmental impacts.
- Disclose environmental information completely, accurately, and transparently.





Acknowledgement and Compliance with the Supplier Code of Conduct

Date:/...../.....

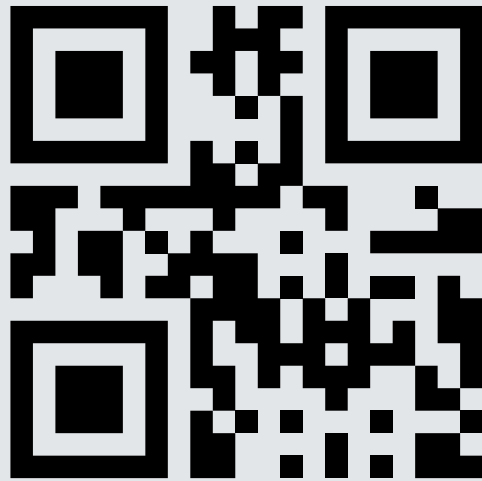
I hereby confirm that I have read and acknowledged the Supplier Code of Conduct of United Palm Oil Industry Public Company Limited. I understand and fully commit to adhering to these principles in my business operations to the best of my ability.

Signature and Company's Seal (if applicable):

Signature:
(.....)
Position:
Company:

United Palm Oil Industry Public Company Limited

Suppliers Code of Conduct



link: