



Codes of Conduct for Business Partners

SiS Distribution (Thailand) Public Company Limited





Codes of Conduct for Business Partners

SiS Distribution (Thailand) Public Company Limited (“the Company”) recognizes that sustainable business growth relies on collaboration across all sectors in the supply chain. Therefore, the Company has developed and disseminated this Codes of Conduct for Business Partners under the principles of integrity, ethics, and good corporate governance. This Codes of Conduct serves as a guideline for business partners, and the Company aims to ensure that their business practices align with the Codes of Conduct and relevant policies of the Company. The objective is to foster mutual and sustainable growth between the Company and its business partners through adherence to Codes of Conduct and policies, contributing to joint development and prosperity.

Definition

Partner means the individuals who sell or intend to sell goods and/or services to the Company. This term encompasses both ordinary individuals associated with or representing legal entities, such as managements, directors, employees, contractors, agents, representatives, or any other individual. Additionally, it includes individuals with personal information disclosed in various documents relevant to transactions between the Company and that legal entity.

1. Laws and Regulations Compliance

- 1.1 Partners must diligently adhere to relevant laws, regulations, and rules in carrying out their responsibilities.
- 1.2 Partners must respect the laws of the country and international treaties related to intellectual property, including trademarks and patents, and must not infringe upon these copyrights.

2. Responsibility towards Customers

- 2.1 Partners must operate the business with fairness, transparency, and integrity under ethical principles, business ethics, and good corporate governance.
- 2.2 Partners must deliver products and services that are of high quality and safe for customers, including providing accurate, complete, and truthful information about products and services.
- 2.3 Partners must handle, protect, and utilize customer information solely for agreed-upon purposes, free from unauthorized use, transfer, or disclosure unless authorized by the customer.

3. Responsibility towards Business Competitors

- 3.1 Partners must operate the business within a framework of fair and ethical competition.
- 3.2 Partners must not seek confidential information from business competitors through dishonest or inappropriate means.
- 3.3 Partners must not tarnish the reputation of business competitors through false or malicious allegations.

4. Anti-Corruption Measures

- 4.1 Partners must act with honesty and integrity, refraining from engaging in or accepting any form of corruption, directly or indirectly benefiting themselves, individuals, or affiliated groups.
- 4.2 Partners must avoid using their influence to seek personal or third-party advantages, whether directly or indirectly.
- 4.3 Partners must conduct procurement transparently, adhering to business Codes of Conduct and legal standards.
- 4.4 Partners must implement effective internal control systems to ensure that the management of corruption risks is appropriate and sufficient.
- 4.5 Partners must establish channels for reporting any incidents of corruption, ensuring appropriate protection for whistleblowers.
- 4.6 The Company unequivocally rejects all forms of corruption in accordance with its Anti-Corruption Policy. In the event that a partner observes or becomes aware of any corruption related to the Company, the partner can report it to the Company's Audit Committee at:

Address: 9 Pakin Building, 9th Floor, Room No.901, Ratchadaphisek Road,
Din Daeng, Bangkok 10400

Tel: +66 2-020-3000 Ext. 3291

E-mail address: independentdirector@sisthai.com

The above anti-corruption guidelines are aligned with the Company's Anti-Corruption Policy. Partners can access the full policy on the Company's website.



5. **Receiving or Giving of Gifts, Assets, or Other Benefits Measures**

- 5.1 Partners must avoid giving or receiving money, gifts and assets that can be converted into currency, or any other inappropriate benefits in the context of providing inappropriate undue benefits to partners, individuals, or affiliated groups.
- 5.2 The Company strictly prohibits directors, Management, and employees from accepting money, gifts, or assets that can be converted into currency or any other inappropriate undue benefits for the Company, except during customary festive occasions, where the value should not exceed 3,000 Baht. In such cases, partners are requested to avoid offering gifts, assets, or any other mentioned benefits.

The above guidelines for receiving or giving gifts, assets, or other benefits are aligned with the Company's Receiving or Giving of Gifts, Assets, or Other Benefits Policy. Partners can access the full policy on the Company's website.

6. **Donation and Funding Measures**

- 6.1 Partners must avoid making donations and providing financial support in order to seek returns that unfairly favor the interests of partners, individuals, or affiliated groups.

The above donation and funding guidelines are aligned with the Company's Donation and Funding Policy. Partners can access the full policy on the Company's website.

7. **Political Contribution Measures**

- 7.1 Partners must avoid providing financial assistance, which includes offering assets, money, items, or any other benefits, to aid or support fundraising for any political party, politician, or organization closely associated with a political party. This is to prevent gaining undue advantages in carrying out any actions that could benefit partners, individuals, or affiliated groups.

The above political contribution guidelines are aligned with the Company's Political Policy. Partners can access the full policy on the Company's website.

8. **Conflicts of Interests Management Measures**

- 8.1 Partners are requested to disclose any circumstances that may give rise to conflicts of interest to the Company.

8.2 The Company has a policy for directors, Management, and employees to refrain from actions that may conflict with the interests of the Company. Therefore, if partners encounter situations that raise suspicions in this regard, the partner can report them to the Company's Audit Committee at:

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The above guidelines for conflicts of interests management are aligned with the Company's Conflicts of Interests Management Policy. Partners can access the full policy on the Company's website.

9. Human Rights Management Measures

- 9.1 Partners must support and respect the protection of human rights and avoid actions that violate human rights.
- 9.2 Partners must not support forced labor, child labor, anti-harassment, and not accept all forms of harassment.
- 9.3 Partners must treat labor fairly, equally, and without discrimination, ensuring that business practices are not involved in human rights abuses. Partners shall not overlook or ignore any actions that fall under human rights violations.
- 9.4 Partners must ensure a safe working environment for the life and property of employees consistently.
- 9.5 Partners must respect the rights of employees to assemble or organize in any form that is legal, and refrain from any unlawful actions that hinder or interfere with employees' rights.
- 9.6 Partners must not support access to resources that have an impact on the traditional way of life and well-being of the community.

The above guidelines for human rights management are aligned with the Company's Human Rights Policy. Partners can access the full policy on the Company's website.

10. Responsibility towards Society, Community, and the Environment

- 10.1 Partners must promote the development of social, community, and environmental quality, and refrain from any actions that may have detrimental impacts on society, communities, and the environment.