

STP&I Public Company Limited

Supplier Code of Conduct

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STP&I Public Company Limited (hereinafter “STP&I”) is committed to the highest standards of product quality, safety and business integrity. We want to ensure that working conditions in our supply chain are safe, that workers are treated with respect and dignity, and that our manufacturing processes are environmentally friendly and safe. Therefore STP&I has created this SUPPLIER CODE OF CONDUCT defining the basic requirements placed on our suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment as follows.

- **Legal compliance**
 - to comply with all applicable laws and regulations
- **Human Rights and Labor**
 - to respect the personal dignity, privacy and human rights of each individual
 - not to use forced or involuntary labor
 - to uphold equal opportunities for and treatment of its employees irrespective of skin color, nationality, race, disabilities, political or religious conviction, sexual orientation, age, sex or social background
 - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination
 - to honor the right to reasonable compensation and guarantee the applicable national statutory minimum wage
 - to respect the maximum number of working hours determined in the applicable laws
 - to adhere to local laws relating to the minimum working age and not engage in the employment of child labor, directly or indirectly

- **Corruption, Extortion, Bribery**
 - to tolerate no form of corruption, extortion and bribery
 - not to offer or take receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust
- **Health and Safety**
 - to take responsibility for the health and safety of its employees
 - to provide training and ensure that employees are educated in health and safety issues
 - to establish reasonable occupational health and safety management rules
 - to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases
- **Environment**
 - to act in compliance with the applicable statutory and international standards of environmental protection
 - to minimize environmental pollution and make continuous improvements in environmental protection
 - to avoid or continuously reduce all forms of waste
- **Supply Chain**
 - to promote the compliance with the principles of this Code of Conduct among its suppliers
 - to consider the compliance with these principles when selecting its suppliers
 - to adhere to acceptable business practices with their own suppliers