

Bangkok ranch public company limited

Supplier code of conduct

(English translation)

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CG & SD Steering & Working Team	CG & SD Committee 4-Mar-2026	BOD 15-May-2026	18-May-2026

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1. Introduction

Bangkok Ranch Public Company Limited and its subsidiaries, hereinafter referred to as "the Company," have a policy and goal of treating their business partners with fairness and mutual benefit. Therefore, they have established a "Supplier Code of Conduct" that covers issues of human rights, labor, environment, anti-corruption, compliance with occupational safety and environmental standards, product quality and safety, traceability of raw materials and production processes, and treatment of business partners based on fair competition, equality, and mutual respect, in order to achieve sustainable business growth.

2. Objective

To provide guidance to the company's *critical supplier* or *key business partners* to prioritize and conduct business in accordance with the legal requirements of the countries in which it operates, and to uphold good governance, business ethics, human rights, social development, labor law, and environmental responsibility.

3. Scope

This policy and guideline outlines expectations of the business partners with whom the Company does business, including their parent companies, subsidiaries, and affiliates, as well as all other individuals doing business with such individuals, including employees (including permanent employees, temporary employees, agents, and multinational employees). Business partners must disseminate, train, and monitor their employees, agents, and business partners throughout their supply chain to ensure they are aware of and comply with these principles.

4. Guidelines

The company summarizes the supplier code of conduct for critical supplier or key business partners to ensure sustainable operations across 5 key areas, as follows:

4.1 Business Integrity

4.1.1 Deliver products or services according to requirements.

All products and services delivered by business partners must be of good quality, meet standards, and ensure safety as required by relevant laws, and comply with the terms of the purchase agreement.

4.1.2 Sources of goods and services

Critical suppliers or key trading partners are authorized to trace back or disclose the components of materials or raw materials, including the source of goods and services (country of origin) related to the delivery of goods or services. They must have a system in place to verify product codes and batch numbers of materials and raw materials and be willing to provide this information to the company upon request.

4.1.3 Intellectual Property/Confidentiality and Data Protection

Critical suppliers or business partners should not disclose any intellectual property or use any confidential company information or any information obtained from doing business with the company for their own benefit or for the benefit of any other person, directly or indirectly. The partners must maintain confidentiality and protect information by keeping it secure and restricting access only to people who need the information for related work. If any unauthorized disclosure of confidential company information is discovered whether intentional or not, the company must be notified. Furthermore, the business partners must respect and not infringe upon the intellectual property of others, including trademarks and patents, and must not falsify documents or use the intellectual property of others without permission.

4.1.4 Conflict of interest Prevention

Critical suppliers or business partners must not engage in any actions to seek personal benefits or advantages for close associates from their positions or duties that may lead to conflicts of interest or shared interests between the partner and the Company's personnel. They are also permitted to disclose information relating to any conflicts of interest in any business dealings of the business partner that relates to the company.

4.1.5 การต่อต้านทุจริตคอร์รัปชัน

Critical suppliers or business partners must prioritize conducting business correctly, with honesty, integrity, transparency, accountability, and good corporate governance. They maintain a zero-tolerance policy toward all forms of corruption and bribery, are not involved in money laundering networks, and comply with Thai laws; such as the Constitution of the Kingdom of Thailand on Prevention and Suppression of Corruption Act; and laws of the countries where the Company operates. They must also instill a culture of ethical business practices, social responsibility, and accountability to stakeholders. Partners must not offer or promise bribes, gifts, property, hospitality, facilitation payments, support, benefits, or inducements to government agencies, public officials, customers, or any other person, whether domestic or international, to gain business advantages. Additionally, the Company is pleased to promote and support partners who join the Thai Private Sector Collective Action Coalition Against Corruption (CAC) initiative by signing a letter of intent or becoming certified members.

Reporting Channels for Improper Benefit Solicitation.

If you witness or encounter any improper solicitation of benefits, please use the following reporting channels:

- 1) Complain and inform via registered postal mail addressed to..
“Chairman of Audit Committee” or “Company Secretary”
Bangkok Ranch Public Company Limited
18/1 Moo 12, Lang Wat Bangplee Yai nai Rd., Bangplee Yai, Bangplee, 10540
Telephone Number 02-175-7200 Fax Number 02-175-7222
- 2) E-Mail: kunakorn@br-bangkokranch.com /
weerasak_wah@br-bangkokranch.com

The company has established procedures and channels for receiving complaints as part of the whistleblowing process to collect evidence, investigate facts, consider disciplinary or legal actions (if any), and report investigation results to the complainant and relevant committees in order.

4.2 Respect for human rights and labor**4.2.1 Non-Discrimination and Equal Opportunity**

Critical suppliers or business partners must respect the dignity of their employees, honor each other, and treat each other equally without discrimination based on physical appearance, mental state, race, nationality, religion, gender, language, age, skin color, education, social status, or any other factor. They must also respect the employees' right to form unions as legally permitted and not discriminate against employees simply because they are members of a labor union.

4.2.2 No Forced Labor and Protection of Labor Rights

Critical suppliers or business partners must employ only workers who are legally authorized and must not engage in any forms of modern slavery, forced labor, debt bondage, bonded labor, human trafficking, or involuntary labor. This includes no abusive physical or mental punishments through threats, detention, harassment, intimidation, abuse, or any form of violence. They must fully comply with labor laws and international standards and must not withhold employees' important personal documents.

4.2.3 Child Labor

Critical suppliers or business partners must not employ child labor below the age specified by law or by the International Labor Organization's Minimum Age Convention. Partners must not allow person under 18 years of age to work at night or in hazardous work.

4.2.4 Wages, Benefits, and Working Hours

Critical suppliers or business partners must prepare fair, legally compliant employment contracts, pay remuneration not less than the minimum wage rate and appropriate to employees' skills and capabilities,

and provide benefits entitled to workers under the law. Overtime or holiday work must be voluntary, with rest days and leave not less than legally required, and wage payment summaries must be available for employee verification.

Termination: Business Partners must follow labor laws for terminations and must not unjustly cancel contracts unless there is clear evidence linking the cancellation to the employee's poor performance or misconduct.

4.2.5 Grievance/Complaint Procedures

Critical suppliers or business partners must establish transparent channels for receiving complaints, along with remedial measures for affected parties, while maintaining confidentiality of complainant information. The Company's business partners must not retaliate against complaints or grievances in ways that harm the complainant.

4.3. Occupational health and safety in the workplace environment

4.3.1 Workplace environment

Critical suppliers or business partners must provide a safe workplace environment and working space. Tools/equipment must be properly inspected and maintained. Appropriate and standard personal protective equipment must be provided for the type of work performed by employees. No punishment or penalties will be imposed for employee safety complaints. Furthermore, a system should be in place for reporting work-related injuries/illnesses and substandard practices, along with identifying the causes and implementing corrective measures to eliminate problems, ensuring the safety of workers and preventing negative health consequences for both employees and stakeholders.

4.3.2 Emergency Preparedness

Probable emergency situations and events must be identified and assessed, and their potential impacts mitigated. This includes developing emergency preparedness and response plans, emergency reporting, staff notification and evacuation procedures, training and drills, first aid supplies, fire prevention and appropriate firefighting equipment, sufficient emergency exits, and post-emergency recovery plans.

4.4 Sustainability and Environmental Management

4.4.1 Environmental Law and Reporting

Critical suppliers or business partners must comply with environmental laws, regulations, and standards, and hold licenses. Regular audits are conducted, and monitoring and analysis are performed to ensure that measurements of various factors, such as air pollution, noise, wastewater, soil quality, and groundwater, meet legal requirements.

4.4.2 Reduce the use of hazardous chemicals and prevent spills into the environment.

Hazardous chemicals and materials must be clearly identified for safe handling, storage, and use. Avoid and limit the use of toxic or prohibited chemicals as components of products and services as required by law.

4.4.3 Resource utilization, environmental protection, and mitigation.

Critical suppliers or business partners must establish measures to protect against and mitigate the environmental impacts of their operations, covering impacts on soil, water, air, forests, biodiversity, and reducing emissions of greenhouse gases and waste throughout the product/service lifecycle. This includes the efficient use of natural resources and energy. Furthermore, raw materials must not originate from illegal sources or activities.

4.5 Social Responsibility

The Group's business partners should conduct their business with consideration for their duties and responsibilities towards the community and society, while also protecting the environment and not violating the rights of other individuals living in the community and society. Examples include refraining from deforestation, reducing greenhouse gas emissions, and minimizing waste discharge into the community.

5. Monitoring and Evaluation

The company will establish a schedule for random audits and assessments to determine whether business operations comply with the established supplier code of conduct, with at least 30 days' notice given.

6. Laws, regulations, and penalties.

This code of conduct for business partners and guidelines is based on the following standards:

- Thai Labor Standards (TLS 8001)
- Basic ethical principles of trade

7. Critical supplier and Business partner's acknowledgment confirmation.

I, the signatory of this document, hereby confirm that I have read the "Supplier Code of Conduct" of Bangkok Ranch Public Company Limited and agree to comply the guidelines in all respects, including cooperating with or facilitating any inspection of my operations by a representative of the company. Furthermore, I will communicate this code of business conduct to all employees, agents, subcontractors, and suppliers.

Company name:

Address:
.....
.....

Name of authorized signatory: Date:

Position:

Company's Stamp
(If any)

Remark: Compliance with this supplier code of conduct requires the signature of an authorized representative of the business partner, affixing the company seal (if any), and its return within 14 business days of receipt of this document.