

SUPPLIER CODE OF CONDUCT

I.C.C. International Public Company Limited

Principles

The Company recognizes that business partners are a critical component of the supply chain and play a direct role in product and service quality, as well as in ensuring efficient, transparent, and auditable business operations. Careful selection and engagement with suppliers not only builds stakeholder confidence but also promotes fairness within the supply chain, reduces social and environmental impacts, and supports long-term sustainable development.

In alignment with the principles of **Corporate Governance** and **Sustainable Development**, the Company has established this **Supplier Code of Conduct** to define the principles, guidelines, and standards expected of all suppliers. This Code covers ethical and fair business conduct, compliance with applicable laws and regulations, respect for human rights, occupational health and safety, and responsible environmental management, including efficient resource utilization, reduction of carbon emissions, and promotion of environmentally friendly innovation.

The Company intends for this Code to serve as a framework for collaboration in building a responsible and sustainable supply chain. The Company is committed to supporting and encouraging suppliers to adhere to these principles and will monitor and evaluate compliance as appropriate. In the event of non-compliance, the Company reserves the right to take appropriate actions based on the level of impact, risk, and potential damage, in order to maintain business standards and create long-term value for all parties.

E: Environment

1. Compliance with Environmental Laws and Standards

Suppliers shall comply with all applicable environmental laws, regulations, and standards, and shall conduct periodic monitoring and assessments to ensure that operations meet legal requirements.

2. Resource Efficiency and Waste Management

Suppliers shall operate with environmental responsibility by promoting efficient use of energy, water, raw materials, and natural resources, as well as reducing waste and supporting reuse, segregation, and recycling practices as appropriate.

3. Prevention and Mitigation of Environmental Impacts

Suppliers shall establish systematic measures to prevent and mitigate environmental impacts arising from operations, including management of wastewater, waste, chemicals, and air pollution, as well as prevention of leakage or contamination, and control of dust, odor, and noise. Biodiversity shall also be considered where applicable.

4. Climate Change Mitigation

Suppliers shall promote environmentally friendly technologies and practices to reduce climate change impacts, focusing on improving energy efficiency and reducing greenhouse gas emissions as appropriate to their operations.

S: Social (Human Rights, Labor, Safety, and Society)

1. Employment and Working Conditions

- Working hours, holidays, and overtime shall comply with applicable laws, while promoting appropriate working conditions conducive to efficient performance.
- Employees shall receive fair wages and compensation not less than the legal minimum wage, along with legally required welfare and benefits.

2. Equal Treatment and Non-Discrimination

- Suppliers shall treat employees fairly and equally, respect human dignity, and prohibit discrimination based on gender, race, religion, disability, social status, or any other factors in all employment practices.

3. Illegal Labor, Child Labor, and Forced Labor

- Suppliers shall respect human rights and shall not engage in or support any form of forced labor, including coercion, threats, debt bondage, human trafficking, unlawful prison labor, or slavery.
- Child labor below the legal minimum age is strictly prohibited, and individuals under 18 years of age shall not be assigned hazardous work.
- Suppliers shall not employ illegal labor. Employment of migrant workers must comply with applicable laws, with complete and verifiable documentation.

4. Occupational Health and Safety

- Suppliers shall comply with all applicable laws, regulations, and standards related to occupational health, safety, and working environment, including requirements from government authorities and the Company.
- Suppliers shall strictly adhere to safety policies, procedures, and site-specific rules of the Company, site owners, or customers, including registration, access control, pre-work training, and site restrictions.
- Suppliers shall provide appropriate and adequate personal protective equipment (PPE) and ensure proper usage.
- Subcontractors shall be required to comply with the same safety standards.
- Accidents and safety incidents shall be recorded and reported as required by the Company.
- Suppliers shall establish written safety policies and manuals and provide them upon request.

5. Social and Community Responsibility

- Suppliers shall consider the impact of their operations on communities and society.
- Suppliers shall establish grievance mechanisms for stakeholders, investigate concerns, respond appropriately, and provide fair remediation, with follow-up actions to prevent recurrence.

G: Governance (Business Ethics and Corporate Governance)

1. Legal and Regulatory Compliance

- Suppliers shall comply with all applicable national and local laws, including business, labor, safety, occupational health, and environmental laws.
- Suppliers shall maintain valid business licenses and related legal documentation.

2. Integrity, Transparency, and Data Protection

- Suppliers shall conduct business with integrity, transparency, and accountability.
- Confidential information of the Company (e.g., product information, marketing plans, customer data, and business information) shall be protected.
- Intellectual property rights of the Company and others shall be respected.

3. Anti-Corruption and Conflict of Interest

- Suppliers shall not engage in corruption, bribery, or improper advantage, whether directly or indirectly.
- Suppliers shall not offer gifts, compensation, or benefits that may influence Company employees' decisions.

- Suppliers shall avoid improper benefits and disclose/manage conflicts of interest in business dealings with the Company.

4. Product and Service Quality and Supply Chain Governance

- Suppliers shall deliver products and services that meet quality, safety, and Company requirements.
- Suppliers shall promote compliance with laws, quality standards, and ethical principles among their business partners and subcontractors.

5. Economic Responsibility and Fair Trade Practices

- Suppliers shall operate transparently and compete fairly, avoiding collusion, unfair trade practices, or violations of competition laws.
- Suppliers shall comply with tax, customs, and trade regulations and ensure accurate business transactions.
- Suppliers shall manage costs and delivery efficiently to meet agreed quality, price, and delivery timelines.
- Suppliers shall ensure transparency in raw material sourcing and provide traceability documentation upon request.
- Suppliers shall protect trade information, business confidentiality, and intellectual property, disclosing only as required by agreement or law.

Monitoring, Evaluation, and Non-Compliance

- The Company may conduct periodic audits to assess compliance with this Code, as appropriate.
- Suppliers shall cooperate by providing necessary information and documentation upon request.
- In cases of non-compliance, the Company may require corrective action plans within a specified timeframe and may impose additional measures, such as suspension of orders or termination of business relationships, in cases of material breach or failure to remediate.

Acknowledgement and Compliance

- Suppliers shall acknowledge that they have read, understood, and agreed to comply with this Code in conducting business with the Company.
- Suppliers shall communicate this Code to their employees, subcontractors, and relevant parties and ensure appropriate compliance.
- Suppliers shall promptly report any incidents or concerns related to non-compliance with this Code to the Company.

Effective Date

This Supplier Code of Conduct was approved by the Board of Directors Meeting No. 10/2025 on **16 January 2026** and shall be effective from **16 January 2026 onwards**.

Boonkiet Chokwatana

(Mr. Boonkiet Chokwatana)
Chairman of the Board of Directors

Anuchit Anuchitanukul

(Anuchit Anuchitanukul Ph.D.)
Chairman of the Corporate Governance
and Sustainable Development Committee