

CENTRALRETAIL

Supplier Code of Conduct

Central Retail Corporation Public Company Limited

(24 June 2021)

Supplier Code of Conduct

Central Retail Corporation Public Company Limited (CRC) is committed to conducting business with morals, ethics, transparency, and accountability in accordance with the principles of good corporate governance and aware of the responsibility towards the economic, social, and environment. Moreover, CRC is maintaining safe working conditions and advancing social and environmental responsibility.

This document provides CRC's suppliers with guidelines that embrace the businesses of CRC and suppliers together with suitable extension to our group's companies for the following topics;

- Business Ethics
- Environment
- Labor Practices and Labor Protection
- Human rights
- Working Conditions
- Wages and Benefits
- Occupation Health and Safety
- Social Development Participation
- Sustainable Procurement Policy
- Laws & Regulations

Suppliers mean manufacturers, sellers of goods/services, wholesalers, joint investors, distributors, independent contractors, subcontractors, licensees or franchisees, brokers, consultants who supply goods or services to CRC.

Business Ethics

- Comply with the rules and regulations relating to business conduct, under the principles of good governance
- Comply with all applicable laws and regulations and conduct business in a transparent, honest, and ethical manner
- Promote fair business practice. Refrain from offering any bribe, or other advantages to any government officials or employees, any CRC's employee to obtain any business advantages or improperly influence any action or decision.
- Protect non-public information obtained in the course of the relationship with CRC, not disclose nor execute CRC information without prior approval from CRC or interfere with others' confidential information.
- Disclose full, transparent, and accurate owned information as required by law.
- Conduct and operate the business within the law or regulatory requirements relating to intellectual property rights

Environment

- Have in place an environmental management system that complies with laws/regulations and carry out programs to improve the compliance continuously.

- Manage the storage, discharge or disposal of waste generated from business operations in compliance with relevant laws/regulations.
- Take into account optimal, efficient energy and resource consumption, including electricity, oil, and water.

Labor Practices and Labor Protection

- Employ workers who are legally authorized to work in their location and facility.
- Refrain from hiring illegal child labor younger than the legally required minimum age. If suppliers employ child labors with the age limit as prescribed by laws, suppliers shall offer labor protection as required by law.
- Refrain from having female workers work in the area that potentially face health and safety related risks. Offering labor protection and benefits as required by law to pregnant workers.
- Refrain from slave-like treatment of labor. This includes physical and psychological punishments, threats, harassment, detention, and any forms of violence.

Human Rights

- Respect the human rights of employees and treat them fairly, as well as adhere to the international principles and all applicable laws such as International Labor Organization, United Nations Global Compact, United Nations Universal Declaration of Human Right, etc.
- Respect human dignity and individual rights of employees without discrimination due to race, color, religion, gender, age, national origin, citizenship, sexual orientation, disability, or any other matters.

Working Conditions

Comply with the local laws and regulations related to working conditions, including working hours, wages and layoff practice. Offer vacation, holiday, and leave periods no less than those required by laws.

Wages and Benefits

Treat employees at least the minimum wage required by applicable laws and regulations and provide all legally mandated benefits.

Occupation Health and Safety

- Comply with relevant laws and regulations on occupational health, safety and the working environment.
- Develop and promote the policy on occupational health and safety to support safe and hygienic working environment. Employees are to be provided with sufficient and appropriate personal protective equipment.
- Create and maintain safe working conditions and a healthy work environment for employees.
- Develop the emergency measures and readiness plan for assorted work scenarios.

Social Development Participation

Conduct business that takes into consideration community and societal concerns and effects that business operations may cause to surrounding communities and participates in the improvement of their quality of life.

Sustainable Procurement Policy

Have in place a sustainable procurement policy which is the integration of social, ethical, and environmental performance factors into the procurement and supplier selection processes.

Laws & Regulations

Abide by all applicable laws, rules, and regulations.

The requirements stated hereinafter shall apply to all of CRC's suppliers ("Suppliers"), which shall also be suitable extension to other related business entities of Suppliers which have business transactions with CRC and our group's companies.

CRC's affiliates may have their specific requirements base on the nature of business. Suppliers shall contact directly to the affiliate for more information.

Whistleblowing Channels

If suppliers and stakeholders suspect or come across questionable actions concerning violation of laws, regulations, CRC's code of conduct, or CRC's corporate governance policy, you can inquire, provide leads, or file complaints together with evidence and other details through the following channels.

Head of Internal Audit Department

- Mr. Phisoot Suksangtip
- Central Retail Corporation PCL
22 Soi Somkid, Ploenchit Road
Lumpini Sub-district, Pathumwan District
Bangkok 10330
- Email: SuPhisoot@central.co.th or CRCWhistleblower@central.co.th

-signed-

(Dr. Prasarn Trairatvorakul)

Chairman

Central Retail Corporation Public Company Limited