



Supplier Code of Conduct

Khon Kaen Sugar Industry Public Company Limited
and Group Companies

EXECUTIVE STATEMENT OF COMMITMENT

Khon Kaen Sugar Industry Public Company Limited and its subsidiaries are committed to conducting business with good governance principles, transparency, and respect for human rights, placing importance on responsible supply chain management to ensure the organization's and suppliers' growth proceeds in a balanced and sustainable manner. The company firmly believes that conducting business in accordance with ethical principles and responsibility toward society, the environment, and the economy forms the essential foundation for long-term mutual success. Therefore, this **"KSL Supplier Code of Conduct"** has been prepared to serve as guidelines for all suppliers to conduct business ethically, transparently, and in alignment with international sustainability standards.

The company thanks all suppliers for their cooperation and compliance with this Code of Conduct, and for joining as an important force in driving KSL Group's business toward the goal of Sustainable Happiness.

KSL GROUP SUPPLIER CODE OF CONDUCT

Khon Kaen Sugar Industry Public Company Limited and its subsidiaries have policies and commitment to creating sustainable happiness for all stakeholders, both internal and external to the organization, recognizing comprehensive supply chain management based on responsibility toward communities, society, the environment, and ethics, which are essential elements in developing relationships while ensuring suppliers grow together to drive the organization toward "Sustainable Happiness".

To ensure business operations with suppliers proceed ethically, transparently, and in accordance with sustainable development principles, all suppliers must acknowledge and accept the **"KSL Group Procurement Policy"** as the main operational framework and comply with this Supplier Code of Conduct, which establishes governance, social, and environmental practice guidelines.

The company has prepared this Supplier Code of Conduct as a practice framework for suppliers and to drive suppliers to conduct business according to various principles with the following scope:

1. Business Ethics
2. Labor Practice and Human Rights
3. Occupational Health and Safety
4. Environment
5. Social Development Participation

6. Business Continuity

7. Supplier Evaluation & ESG Screening

8. Monitoring and Evaluation

9. Appendix

1. Business Ethics

1.1 Business Integrity

- Suppliers must comply with laws and regulations related to conducting business with integrity, transparency, ethics, and auditability, and must not be involved in any actions constituting fraud or corruption. Suppliers must not request or offer any benefits to directors, executives, or employees of the company to obtain improper business advantages.
- Suppliers must disclose information as required by law accurately, completely, and be ready for inspection by relevant agencies.
- Suppliers must avoid giving gifts, benefits, or any compensation to company employees (Conflict of Interest & Gift Policy). If customary souvenirs are given, they must be appropriate, transparent, and approved by the company every time.

1.2 Support for Fair Competition

- Suppliers must treat trade competitors under fair competition rules and regulations.
- Suppliers must not seek competitors' confidential business information through dishonest or inappropriate methods.

1.3 Confidentiality and Personal Data Security

- Suppliers must keep customer, employee, and supplier information confidential, not use it for personal gain, and must store data in compliance with the Personal Data Protection Act (PDPA) and company requirements strictly.
- Suppliers must respect and maintain confidentiality of the company and subsidiaries, including business information, documents, or any information received from working together. Disclosure or use without written permission is prohibited.

1.4 Disclosure of Supplier Reports and Documents

- Suppliers must disclose information and present evidence or their own certification documents as required by law accurately, completely, transparently, and comprehensibly.

1.5 Respect for Intellectual Property

- Suppliers must conduct business under laws or regulations related to intellectual property rights, while being aware of the importance of respecting others' intellectual property and being careful not to violate such rights.

1.6 Complaints

- Suppliers must establish channels for stakeholder complaints and have processes for investigating and following up on complaints, while protecting information and complainants.

2. Labor Practice and Human Rights

2.1 Compliance with Labor Laws

- Suppliers and their stakeholders must comply with Thai labor law regulations and align with international human rights principles such as the International Labor Organization (ILO), United Nations Global Compact (UNGC), and United Nations Universal Declaration of Human Rights (UNUDHR).

2.2 No Forced Labor

- Suppliers and stakeholders must not engage in or support forced labor, including physical punishment, coercion, threats, abuse, human trafficking, or violence in any form.

2.3 Child Labor and Migrant Workers

- Suppliers and their stakeholders will not employ child labor according to international standard principles and as required by law. Suppliers will not employ child labor under 15 years of age, and for work that is hazardous to health and safety, suppliers will not employ persons under 18 years of age.
- Suppliers must strictly comply with labor laws and foreign worker laws of each country where business is conducted.

2.4 Compensation, Benefits, and Working Hours

- Suppliers and their stakeholders must manage appropriate compensation according to knowledge and capability levels, including paying wages, overtime pay, holiday pay, and employee welfare fairly and correctly.
- Suppliers and their stakeholders must have clear employment standards, including termination, consistent with legal requirements.
- Suppliers and their stakeholders must comply with laws regarding working hours, including overtime, managing time appropriately so employees do not work longer than legally prescribed, and must be voluntary for employees. When overtime work is necessary, suppliers must provide days off and leave no less than required by labor law.

2.5 Non-Discrimination and Non-Harassment

- Suppliers and their stakeholders must treat all employees equally and equitably, primarily considering humanity, free from discrimination due to differences in race, skin color, ethnicity, nationality, religion, gender, age, education, citizenship rights, sexual preference, disability, or any other matter specified under the laws of the country where the supplier conducts business, covering the entire employment contract period.
- Suppliers and their stakeholders must strive to ensure creation of an environment free from abuse or misuse of authority. Suppliers will not tolerate physical, sexual, and non-sexual abuse, as well as violence and abuse in any other form toward their employees.

3. Occupational Health and Safety

- Suppliers and their stakeholders must strictly comply with laws, regulations, and requirements related to occupational health, safety, and working environment, providing appropriate management systems, infrastructure, facilities, and equipment to ensure workplaces are safe, sanitary, and reduce risks of accidents or health impacts on employees, including promoting continuous inspection, prevention, and correction when safety hazards to life, health, property, and environment are found.

4. Environment

4.1 Management and Business Operations with Environmental Responsibility

- Suppliers and their stakeholders must conduct business with environmental responsibility and comply with laws, regulations, requirements, and international or equivalent environmental standards.
- - Suppliers and their stakeholders must have policies or measures for resource use and operational processes according to internal standards within the supply chain efficiently, such as delivering products consistently with environmental management standards, as well as production, storage, and product delivery processes or service provision to the group companies.
- Suppliers and their stakeholders must conduct business considering and recognizing environmental impacts, as well as having effective measures to prevent, correct, and reduce pollution impacts that may occur by selecting quality, safe, standardized products, services, or production raw materials that are not harmful or destructive to natural ecosystems and the environment, while promoting personnel participation in responsibility for appropriate and maximally efficient use of environmental resources.

4.2 Carbon Management and Climate Change

- Suppliers must recognize and take action to reduce climate change impacts by efficiently managing greenhouse gas emissions from business activities and supporting sustainable energy use approaches.
- Suppliers should promote use of renewable energy, biomass raw materials, or clean technology to help reduce carbon emissions and align with KSL Group's greenhouse gas emission reduction targets.
- Suppliers should report energy data, carbon emissions, or activities related to Climate Action to the company when requested, to support environmental data preparation according to international standards such as ISO 14064-1, T-VER, or SBTi.

5. Social Development Participation

- Suppliers and their stakeholders should drive business operations with conscience, respect rights and opinions of people in communities, respect local culture, and cooperate to appropriately develop people's quality of life in the area.
- Suppliers and their stakeholders should support procurement of goods and services from local entrepreneurs, promote job creation, income generation, and activities to sustainably strengthen community development.
- Suppliers should support procurement from sugarcane farmer groups and small producers in the area, as well as continuously promote business operations supporting circular economy and community development around factories.

6. Business Continuity

- Suppliers and stakeholders must prepare emergency response readiness by establishing systems to identify and assess risks that may impact business operations, including preparing a Business Continuity Plan (BCP) to accommodate such events.
- Suppliers and stakeholders must conduct emergency plan drills and provide regular employee training to create readiness and reduce operational disruption risks.
- Suppliers must immediately report to the company and subsidiaries in cases of emergencies during work operations or in the company's operational areas that may impact the company.

7. Supplier Evaluation & ESG Screening

- Suppliers must pass evaluation according to ESG criteria established by the company, such as compliance with environmental laws, human rights, and governance. The company reserves the right to inspect or visit establishments to assess actual practices.
- Suppliers must accept visits and labor and human rights assessments from the company to ensure operations comply with international principles such as UNGC, ILO, and United Nations Guiding Principles on Human Rights.
- Suppliers who do not meet criteria must prepare a Corrective Action Plan. The company has the right to conduct inspections and consider penalties when Code of Conduct violations are found, in sequential order: Warning → Improvement Plan → Suspension of Cooperation → Cancellation of Supplier Status. This is conducted according to fairness principles, law, and human rights.

Monitoring and Evaluation

To ensure the company's supply chain management system is continuous, transparent, and auditable, the company establishes guidelines for monitoring and evaluating supplier sustainability as follows:

The company places importance on continuously monitoring and evaluating supplier operations, particularly in Environmental, Social, and Governance (ESG) aspects, to ensure suppliers conduct business consistent with the company's sustainability principles and international standards.

- Supplier Evaluation and Continuous Improvement

The company places importance on monitoring and evaluating supplier operations, particularly in Environmental, Social, and Governance (ESG) aspects, to ensure suppliers conduct business consistent with the company's sustainability principles and international standards.

In the first year of operations, the company targets evaluation of key supplier groups at a minimum of ****no less than 50%**** of all main suppliers and prepares Supplier Improvement Plans for suppliers receiving recommendations from evaluations, monitoring progress periodically and expanding evaluation scope in subsequent years.

Supplier evaluation and development results will be reported to the Corporate Governance and Sustainable Development Committee of KSL Group at least once annually for use in determining policies and supply chain development approaches aligned with the company group's ESG goals.

APPENDIX

Correction and Remedy

The company recognizes that supplier business activities may cause support for or connection with human rights violations of related stakeholders. Therefore, the company is committed and strives to reduce risks and potential violations to comply with obligations, conducting regular supplier human rights risk assessments to identify human rights violation situations in supplier business activities, including establishing management measures aimed at correcting and reducing the possibility of human rights violations that may occur from supplier business activities.

If there are cases of supplier human rights violations, the company has fair investigation processes and punishment measures as follows :

1. Verbal or written warning
2. Providing additional information/knowledge about human rights to suppliers
3. Suspension of cooperation with suppliers
4. Downgrading key supplier status
5. Considering non-cooperation with suppliers

The company considers each actual case based on fairness, law, and human rights principles.

GUIDELINES FOR CASES OF CHILD LABOR DISCOVERY

1. Immediately suspend work and remove the child from the area
2. Contact the child's guardian and supplier, explain to inform of the company group's child labor policy
3. Issue a warning to the supplier and record information
4. Team visits the area to explain and inform about child labor policy to supplier groups near the child labor discovery point
5. Closely monitor suppliers on-site
6. If the same supplier is found repeating the same violation, immediately stop all activities with that supplier

COMPLAINTS, TIPS, AND FEEDBACK CHANNELS

Each supplier has the right to inquire, provide tips, or file complaints about actions violating this Supplier Code of Conduct. If you witness suspicious actions such as violations or non-compliance with regulations, requirements, code of conduct, or the company group's corporate governance policies, you can provide tips or file complaints with various supporting evidence through the following channels:

Address : Khon Kaen Sugar Industry Public Company Limited
503 K.S.L. Tower, 9th Floor Sri Ayutthaya Road,
Thanon Phaya Thai Subdistrict, Ratchathewi District
Bangkok 10400

Telephone : +662-642-6191-9

Email : secretary@kslgroup.com