

Supplier code of conduct

Ornsirin Holding Public Company Limited and its subsidiaries (“the Company”) are committed to conducting business in accordance with good corporate governance principles, with a strong focus on environmental, social, and governance (ESG) responsibilities to ensure sustainable growth. The Company recognizes that its business operations are closely associated with suppliers and/or service providers (“Business Partners”), who are key stakeholders in supporting operations, ensuring business continuity, and contributing significantly to the Company’s success.

The Company has therefore established this “Supplier Code of Conduct” to promote ethical business practices among all Business Partners, with due consideration for human rights, occupational health and safety, environmental protection, and governance standards aligned with the Company’s principles. The Company aims for its business partners to grow sustainably alongside Ornsirin Holding Public Company Limited.

Objectives

- To promote operational standards among Business Partners in business ethics, human rights, labor practices, occupational health and safety, and environmental management
- To ensure that business operations throughout the supply chain are conducted with social and environmental responsibility
- To provide guidelines for Business Partners to operate with integrity, transparency, and in compliance with applicable laws
- To strengthen long-term relationships between the Company and Business Partners
- To enhance sustainable competitive advantage together

Scope

This Supplier Code of Conduct applies to all Business Partners, including contractors, service providers, distributors, and all other parties conducting business with Ornsirin Holding Public Company Limited and its subsidiaries.

Business Partners are responsible for ensuring that their directors, officers, employees, representatives, and all relevant parties understand and comply with the requirements set forth in this Code.

Definitions

Code of Conduct: Standards of appropriate behavior reflecting moral and ethical practices in professional activities

Sustainability: Responsible use of ecological, economic, and social resources to maintain and develop current assets for long-term continuity without adverse future impacts

Bribery: Offering, giving, or receiving any gift, reward, or benefit to improperly influence decisions or actions for personal gain in violation of laws or ethical standards

Human Rights: As defined by the Universal Declaration of Human Rights

Child Rights: As defined by the Children’s Rights and Business Principles and the Convention on the Rights of the Child

Intellectual Property: Creations of the human mind, both tangible and intangible, including copyrights, patents, internal data, documents, project designs, research results, systems, inventions, reports, and survey data

Occupational Health: The promotion, protection, and maintenance of workers’ physical and mental well-being, including prevention of occupational diseases and accidents and ensuring legal benefits

Stakeholders: Individuals, groups, or organizations that have an interest in or are affected by business decisions and activities

Principles

1. Business Integrity and Fair Practices

- Conduct business with honesty, integrity, transparency, and fairness toward all stakeholders
- Comply with all applicable laws, regulations, and standards
- Anti-bribery and anti-corruption: Business Partners must not offer, promise, or provide any undue benefits, directly or indirectly, to gain unfair advantage
 - Fair competition: No bid rigging, price fixing, or unfair trade practices
 - Conflict of interest: Avoid situations that may create conflicts of interest with the Company’s directors, employees, or representatives

2. Product and Service Quality

Business Partners must deliver products and services that meet agreed standards, ensure safety, and are environmentally responsible

3. Business Continuity

Business Partners shall establish business continuity plans to ensure consistent delivery of products and services, including during disruptions or increased demand

4. Occupational Health and Safety

- Maintain a safe, hygienic, and secure workplace
- Regularly inspect workplace health and safety conditions and promote the use of protective equipment
- Establish effective emergency response plans and provide employee training

5. Environmental Responsibility and Sustainability

- Minimize negative impacts on communities, the environment, and natural resources
- Implement measures to reduce greenhouse gas emissions and environmental impacts
- Comply with all environmental laws and regulations and implement effective environmental management practices

6. Privacy, Confidentiality, and Intellectual Property

- Protect confidential information of the Company, customers, and related parties
- Comply with applicable data protection laws and contractual confidentiality requirements
- Respect and not infringe upon the Company’s intellectual property rights
- Cooperate in providing information necessary for the Company’s disclosures and reports

7. Labor and Human Rights Protection

- Comply with labor laws, including prohibition of forced labor and child labor under the legal age
- Respect human dignity, equality, and non-discrimination
- Prohibit all forms of abuse, coercion, human trafficking, and violence
- Provide fair wages, overtime pay, and benefits in accordance with the law
- Ensure lawful employment of migrant workers
- Uphold internationally recognized human rights standards

8. Anti-Corruption

- Support the Company's anti-corruption policy
- Refrain from any form of corruption, directly or indirectly
- Establish whistleblowing channels and protect whistleblowers

9. Social and Community Responsibility

Engage in or support activities that contribute positively to community and social development

10. Contact Channels

The Company provides channels for employees and stakeholders (including Business Partners, subcontractors, and their employees) to seek information or report concerns regarding non-compliance with this Code via email: ir@ornsirin.co.th. Reports may be submitted anonymously.

Effective from 1 June 2025 onward.