



SUPPLIER CODE OF CONDUCT

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At Siam Yamato Steel Co., Ltd. (SYS), we are fully committed to adhering to the highest standards of integrity and ethical behavior. We are fully committed to supporting and safeguarding society and the environment in accordance with the sustainable development approach and good corporate governance.

SYS strives to share and encourage our suppliers¹ who play an important role in SYS's success, to pursue these common goals of ethical business practices. To reinforce the standards to which we are committed, SYS has developed this Supplier Code of Conduct to provide guidelines for our suppliers to follow.

In addition to abiding by all applicable laws and regulations, SYS expects our suppliers to apply the principles in this Supplier Code of Conduct in their operations in order to ensure fairness and transparency and generate sustainable value for stakeholders across the value chain

¹ Supplier means any supplier, contractor, and/or service provider

Business Ethics

1 Anti-Bribery and Anti-Corruption

- Our suppliers are expected to conduct business in an ethical manner and strictly comply with all applicable laws and regulations. Suppliers shall not, directly or indirectly, participate in any fraudulent act or corruption, shall not offer or accept, promise to offer, or give any bribes, improper or illegal payments, gifts, or other items of value or benefits that are intended to obtain undue favors for the conduct of their business.
- Suppliers shall comply with all applicable Anti-bribery and Anti-corruption laws for all countries in which they operate. Suppliers shall not do, or omit to do, anything that would cause or lead to SYS being in violation of any Anti-bribery and Anti-corruption laws; specifically, but not limited to, Thailand's Organic Act on Anti-Corruption B.E. 2561 and Section 144 of the Penal Code.



2 Labor and Human Rights

- Suppliers are expected to pay workers wages, overtime pay, as well as provide legally mandated benefits fairly, accurately, on-time, and not less than the minimum wage according to applicable laws and regulations.
- Suppliers shall ensure that workers do not work beyond the maximum working hours specified by the applicable laws and regulations. Suppliers will compensate for overtime hours, and legally mandated benefits in accordance with all applicable laws and regulations. Workers shall be granted holidays and leave as required by applicable laws.
- Suppliers shall not employ child labor younger than the legally required minimum age.
- Suppliers shall not use or exploit force labor in any form through the use of corporal punishment, threat of physical harm, confinement, physical coercion, harassment, human trafficking, or any other means of violence.
- Suppliers shall not confiscate personal documents of their workers in order to bind the workers to a job against their will or restrict their freedom of movement.
- Suppliers who employ foreign workers shall be fully compliant with the related regulatory requirements.
- Suppliers shall ensure that pregnant female workers shall not engage in work which may cause harm to their own health and safety, including that of their unborn child
- Suppliers shall not tolerate any form of harassment, whether sexual, physical, verbal or psychological.
- Suppliers shall recognize and respect the rights of employees to freely associate, organize and bargain collectively in accordance with all applicable laws



3 Occupational Health and Safety

- Suppliers shall provide a safe and healthy work environment for their workers and involved persons.
- Suppliers shall provide sufficient and reliable personal protective equipment (PPE) appropriate to the risk exposure and in compliance with all applicable laws and regulations.
- Suppliers are expected to use their best efforts to control and reduce work-related accident risks and health impacts in association with the performance of its obligations to SYS.

4 The Environment

- Suppliers are expected to conduct its operation in an environmentally responsible manner, ensuring preservation of the environment, utilizing natural resources efficiently and effectively, and minimizing the environmental impacts of their business activities.
- Suppliers shall keep their air emissions and wastewater in check and in line with the regulatory requirements.
- Suppliers shall handle and dispose of their hazardous and non-hazardous waste in an environmentally responsible manner and in line with the regulatory requirements.



5 Data Protection, Information Security, Intellectual Property Rights

- Suppliers shall take into account of the need to protect the confidentiality, integrity and availability of information in connection with the performance of its obligations to SYS.
- Suppliers shall safeguard confidential or personal data of SYS and shall make only appropriate use of such information solely for the performance of its obligations to SYS. For personal data, suppliers shall comply with applicable data privacy laws.
- Suppliers shall comply with applicable intellectual property rights and laws.

6 Anti-Money Laundering

- Suppliers are expected to comply with applicable financial laws, prohibit the facilitation of criminal funds. Suppliers shall ensure their business activities do not involve money laundering, fraud, tax evasion, or terrorism financing.

SYS hopes that the revised “**SYS Supplier Code of Conduct**” will be a mutual pact that leads to business development and mutual growth for both SYS and its suppliers. Should the supplier fail to comply with the above “Supplier Code of Conduct”, SYS reserves the right to take appropriate action considering the degree of the impacts and damage incurred to the company.

Mr. Jaydsada Plungmanee

Managing Director

