



SUPPLIER CODE OF CONDUCT

AMATA VN GROUP

Approved by

A handwritten signature in blue ink, appearing to read "Somhatai Panichewa".

Mrs. Somhatai Panichewa

May 15, 2021

OBJECTIVES

Amata VN Group consisting of Amata VN Public Company Limited and subsidiaries (collectively referred to as the “AMATAV”) is firmly committed to operating responsibly by taking into account the environmental, social, and corporate governance. Through our Code of Conduct, we have established standards for business practices and regulatory compliance which is applicable to all our employees.

Similarly, we expect our suppliers, contract partners, brokers, consultants, contractors, and service providers in the supply chain (collectively referred to as “supplier”) to embrace our commitment to integrity and personal responsibility by always complying with this Supplier Code of Conduct (“Code”) while conducting business with or on behalf of AMATAV. Supplier is responsible to ensure that their directors, employees, subcontractors understand and comply with the requirements set forth in this Code.

AMATAV reserves the right to terminate its relationship should the Supplier violate or fail to cooperate in complying with this Code.

SUPPLIER CODE OF CONDUCT

1. COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers must comply with all applicable laws and regulations where it conducts its business. Where there are differences between the standards of this Code and national laws or other applicable standards, Suppliers shall adhere to the more stringent requirements.

2. BUSINESS PRACTICES AND ETHICS

Anti-Corruption and Anti-Bribery

- Supplier is expected not to practice or tolerate any form of corruption, bribery, extortion, embezzlement, and money laundering. Supplier must not pay bribes or provide anything of value to government officers, government sectors, private sectors or responsible person(s), either with direct or indirect actions, so that such person(s) could proceed or disregard his/her function in order to obtain any business advantage or improperly influence on any action or decision.
- Gifts, hospitality, or any other benefits are permitted if they are presented openly, transparently, and legally, and presented in appropriate situations, festive occasions, following traditions and customs relevant to each local country and market.

Conflicts of Interest:

- Suppliers must disclose to AMATAV immediately if a Company’s employees may have an interest of any kind in the supplier’s business or any current economic ties with the supplier.

Confidential Information:

- Supplier must protect all non-public information (including, and not limiting to price, cost, and technical data) of AMATAV to any third parties unless disclosure is authorized by AMATAV.

Fair Competition:

- Supplier will act in good manner that conforms with legal framework for fair trade competition, promote free trade and competition and must not engage in any illegal anti-competitive conduct,

such as joint actions regarding pricing offering or dumping, or other unfair- dealing practice, whether on behalf of AMATAV, Supplier, or others.

- Supplier must not destroy the reputation of trade competitors through use of negative disinformation or false information
- Supplier must not violate any law or requirements on intellectual property rights or possess any trade secret information that was obtained without the owner's consent.

3. LABOR PRACTICES AND HUMAN RIGHTS

Non-Discrimination and Equality

- Suppliers shall provide equality of opportunity and treatment to all individuals in its hiring and employment practices regardless of race, color, gender, religion, sexual orientation, age, union membership or any human rights characteristics protected by the law.
- Supplier must comply with all applicable employment laws and regulations and shall provide a workplace free of harassment, physical or mental abuse.

Wages, Benefits, and Working Hours

- Suppliers shall ensure that employee's working hours, rest days, and overtimes comply with relevant applicable laws and regulations.
- Supplier shall pay workers according to applicable law, including those relating to minimum wages, overtime hours, and legally mandated benefits.

Underage/ Child Labor

- Supplier will not employ or use any person under the minimum employment age according to the country's law where the facility is located.

Forced and Compulsory Labor

- Supplier shall not use any forced labor by threat, detention, coercion, human trafficking, or any other unlawful form of involuntary labor.

Occupational Health and Safety (OSH)

- Supplier shall provide a safe and healthy working environment to minimize workplace accidents, injuries, and health risk exposure in compliance with all applicable laws.
- Supplier shall provide adequate protective equipment and tools that is which is in a ready-to-use condition, suitable for work and sufficient for the employee to ensure safety
- Supplier shall set out emergency response plan and provide training and guidance in OSH regulations, rules, and procedures to ensure employees understand and practice correctly and safely.

4. ENVIRONMENTAL SUSTAINABILITY

Environmental Permits, Regulations, and Standards

- Supplier shall comply with all applicable environmental laws, regulations, and standards. All required environmental permits, licenses, and information registrations shall be obtained, maintained, and kept current.

Minimization of Environmental Impact

- Suppliers shall take a precautionary approach towards environmental issues, undertake initiatives to promote greater environmental responsibility, and encourage the development of environmentally friendly technologies, and following the 3R approach- reuse, reduce and recycle.
- Suppliers should carry out actions to minimize the negative impact on the environment and communities. Actions, such as but not limiting, to efficiently usage of natural resources, raw materials, water, and energy
- Supplier should have environmental management responsible for discharges such as wastewater effluent, greenhouse gas, and air emissions.
- Supplier should properly dispose solid waste, liquid waste, and construction demolition waste including rules on their transport, storage, and release into the environment in accordance with the applicable environmental laws and regulations and minimize emissions and discharges of pollutants.

5. Use of Code

Acknowledgement/Agreement

All new and existing Suppliers are required to comply with this Code and demonstrate their commitment to doing so. Monitoring compliance with this Code will be used as part of AMATAV's Supplier evaluation, selection and contract management process.

From time to time, this Code may need to be changed to keep up with the current situation and regulations. Any changes to this Supplier Code of Conduct will be communicated to the Supplier.

Corrective Action/Termination

When a Supplier does not meet our requirements, corrective action plans shall be established, and progress will be monitored. AMATAV will terminate the relationship with Suppliers that repeatedly and knowingly violate this Code.

Reporting of Violation of the Code

If Suppliers have any concerns about compliance with this Code, they are encouraged to raise the matter directly to AMATAV. Such reports will be treated confidentially to the extent possible, consistent with AMATAV's obligation to deal with matters transparently and lawfully.

Reporting can be done through below channels:

email: csamatavn@amata.com

post: Company Secretary
Amata VN Public Company Limited
Post Office Box 7 PorNorFhor,
Monterey Tower, Bangkok , Thailand, 10310

**Acknowledgement Letter and Acceptance of Compliance
to Amata VN Group Supplier Code of Conduct**

I acknowledge that I have received a copy of the AMATA VN Group Supplier Code of Conduct (the "Code").
By signing this document, I agree to comply with the standards stated in the Code.

()

Position + Company Seal