

## **AWC Supplier Code of Conduct**

At Asset World Corporation (AWC), we acknowledge our responsibility for environmental, social, governance and ethical compliance in our operations and our commitment to continuous improvement in our supply chain. Through our “life cycle perspective”, AWC conducts business in tandem with the systematic sustainability embedded in all processes, from investment, project development, construction, management, until transferring value to the community and all stakeholders. We recognize the opportunity to be a positive driver and engage shared commitment between AWC and our suppliers, contractors and their workers, products and services.

*“AWC believes that working with our Suppliers will enhance our core value of ‘Caring’ by returning to the community toward sustainability. Reducing environmental and social impacts will need collaboration with and among our value chain. Also, we strive to carry on fair business practices with all participants in all steps of our supply chain management - winning business and managing relationships as a partner in our value chain.”*

We are committed to sustainability in our supply chain; therefore, we place high value on suppliers who prioritize the following principles:

- Corporate governance and business ethics
- Labor practices and human rights
- Occupational health and safety
- Environmental management

This Supplier Code of Conduct outlines AWC’s expectation of all organizations within our supply chain to meet these principles.

### **1. Corporate Governance & Business Ethics**

- The Supplier shall conduct business with integrity, ethics, transparency, auditability as well as promote fair competition without unlawful demand.
- The Supplier shall comply with all applicable national standards and laws on trade, fraud, money laundering and intellectual property.
- The Supplier shall not be involved in any monetary nor non-monetary bribery for the benefit of any organization, individual or group of people and have appropriate anti-corruption measures in place.
- Our Supplier shall follow our anti-corruption policy pertaining to gift exchanging. Any act of giving or receiving gift, including but not limited to organizing entertainment, holding receptions, is not prohibited when conducted transparently as part of the ordinary course of business in the name of company (not an individual) and at reasonable cost, and is reasonably permitted by laws, regulations and local traditions or trade practices on traditional and appropriate occasions.

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- The Supplier shall strictly follow Related Person Transaction to avoid all conflicts of interest or situations that may be interpreted as a conflict of interest. The Supplier shall report to AWC in case personal relationships between any of its employees and of AWC's authorized personnel or employees which could potentially lead to any conflicts of interest.
- The Supplier shall not engage in anti-competition business practices.
- The Supplier shall maintain key business data, confidential data or intellectual property of AWC or AWC's stakeholders and refrain from utilizing such data without consent and/or for undue gains for itself or for others.
- The Supplier is encouraged to comply with data disclosures as required by relevant law.

## 2. Labor Practices & Human Rights

- The Supplier shall comply with national legislations, as well as other applicable regulations and standards.
- The Supplier will treat all employees with respect, dignity equally, and non-discrimination regardless of, including but not limited to, race, gender, age, color, place of origin, religion, sexual orientation, medical condition, pregnancy, disability, political view, financial status and marital status.
- The Supplier is encouraged to prohibit physical or verbal abuse or other harassment and any threats or other forms of intimidation.
- The Supplier shall strictly prohibit child labor. No person shall be employed who is below the minimum legal age for employment. Children (persons under the age of 18) shall not be employed for any hazardous or night work, or work that is inconsistent with the child's personal development.
- The Supplier shall ensure its foreign employees comply with all relevant regulations including visa and work permit.
- The Supplier shall not engage in forced labor, or indentured servitude. All work must be performed on a voluntary basis.
- The Supplier shall comply with the national labor laws regarding working hours, remuneration and compensation for overtime.
- The Supplier is encouraged not to use deductions from wages as a disciplinary measure. Employees must be paid in a timely manner and the Supplier must clearly convey to its employees the basis on which they are paid.
- The Supplier shall ensure its employees understand their employment conditions and give employees fair and reasonable pay as well as any legally entitled or agreed benefits.
- The Supplier is encouraged to grant its employees the right to paid vacation as prescribed by law.

## 3. Occupational Health & Safety

- The Supplier shall comply with relevant domestic health and safety legislations.
- The Supplier shall provide a healthy and safe working environment for employees, contractors, partners or others who may be affected by the Supplier's activities, in accordance with national laws. The necessary protective equipment and appropriate risk prevention measures shall be

provided where appropriate to mitigate risks of accident and potential health impact, as well as the first aid kit.

- The Supplier is encouraged to have an appropriate system in place for preparedness and response to accidents, health problems and foreseeable emergency situations, including but not limited to, plan, training, and drill.
- The Supplier is encouraged to promote hygienic and safe facilities and amenities, including employee accommodation where provided by the Supplier.

#### 4. Environmental Management

- The Supplier shall comply with relevant domestic environmental legislations, including the essential permit/license relating to operations and disposal of construction wastes.
- The Supplier is encouraged to have appropriate management practices in place to minimize environmental impacts arising from the Supplier's business.
- The Supplier is encouraged to seek to promote energy efficiency, carbon reduction, water efficiency, and waste management where appropriate.
- The Supplier is encouraged to promote local raw material sourcing and innovation to enhance resource efficiency and lessen emissions from its extent.

#### The Code of Practice Enforcement

The Code of Practice is in addition to any related documents and/or any other agreements which suppliers have entered into with AWC. In the event of discrepancy between the Code of Practice and such documents and/or agreements, such documents and/or agreements shall prevail.

#### Grievance Channels

AWC has established grievance channels, which are publicly available for all suppliers and stakeholders to file report, complaint, or suggestion regarding misconduct or violation of AWC's Business Code of Conduct, Corporate Governance Policy, and applicable laws, rules and regulations.

Suppliers and Stakeholders can file report, complaint or suggestion via following channels:

- 1) Complaint and Blow the Whistle System - <https://www.assetworldcorp-th.com/whistle-blower/>
- 2) Internal Control Department  
Asset World Corp Public Company Limited  
54<sup>th</sup> Floor, Empire Tower  
1 South Sathorn Rd., Yannawa, Sathorn  
Bangkok, 10120 THAILAND



AWC will treat and protect all information, such as name and personal details of informant, received through grievance channels as confidential.

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