



Supplier Code of Conduct

Ratchthani Leasing Public Company Limited

Ratchthani Leasing Public Company Limited (“the Company”) emphasize on supply chain management from upstream to downstream of business operations with the aim of creating value of products and services to meet the expectations of stakeholders in terms of corporate governance, economy, social and environment. Therefore, a supplier code of conduct has been established for the company's partners to use as a guideline to comply with legal requirements and good ethics. By specifying the contract that suppliers must supervise directors, executives, employees, employees, businesses, or other persons that the contract partner has the authority to control to strictly comply with laws, regulations, or requirements related to honesty, anti-corruption, human rights and labor practices, including natural resource and environmental management.

1. Business Ethics

- 1.1 Conduct business with honesty, integrity, morality and responsibility for the greatest benefit of the organization and stakeholders.
- 1.2 Strictly comply with relevant laws and regulations, including not supporting and opposing any form of corruption.
- 1.3 Conduct business within the framework of fair competition rules and do not attack competitors or do anything dishonest or create unfair advantages.
- 1.4 Maintain confidential information of customers, business partners and stakeholders in accordance with the law appropriately, including not disclosing or using information for improper purposes.
- 1.5 Conduct business with consideration of environmental or community risks and impacts, including climate change, and have appropriate management to prevent and mitigate such risks and impacts.

2. Human Rights and Labor

- 2.1 Respect human rights and treat people equally without discrimination on the basis of similarity or difference of gender, skin color, race, religion, ethnicity, language, culture, different opinions, social status or any other status.
- 2.2 Committed to creating opportunities for fair and equal employment, from the recruitment process, hiring, compensation, welfare, potential development and performance evaluation. Including promoting advancement for employees based on their knowledge, abilities and performance.
- 2.3 Employment and labor must be based on the criteria stipulated by law, without the employment of illegal labor, unauthorized labor, or child labor under the age of consent. In addition, employees' normal working hours, overtime work, holidays and leave must be in accordance with the criteria stipulated by law.



- 2.4 The payment of wages, overtime pay, welfare provision, termination of employment and compensation to employees must be carried out fairly and not less than the criteria prescribed by law.
- 2.5 Establish management of safety, occupational health and working environment to prevent and reduce the chances of accidents, injuries and illnesses from work or the environment in the workplace.
- 2.6 Provide employees with an opportunity to express their opinions or suggestions on issues related to employment, welfare and human rights to enable effective problem resolution.
- 2.7 Promote employees to accept and respect individual differences by consistently creating knowledge and understanding of human rights principles, prevention of violence, abuse, or intimidation that may occur among employees.

3. Social and Environment

- 3.1 Conduct business with social responsibility to create good relationships for sustainable coexistence and to prevent conflicts among each other.
- 3.2 Support economic growth through local employment, which will help develop the skills and potential of local workers.
- 3.3 Conduct business with environmental responsibility by developing products or services that are friendly and consider the impact on the environment, using resources efficiently and effectively, including setting environmental practices that comply with relevant laws and regulations.