



## TPBI Supplier Sustainable Code of Conduct

### 1. Definitions

|                         |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| TPBI Group              | means | TPBI Public Company Limited and its affiliated companies, comprising TPBI Public Company Limited (Head Office and Rayong Branch), TAK Packaging Co., Ltd., TMP Packaging Co., Ltd., TPBI International Co., Ltd., and TPBI Sunny Product (Thailand) Co., Ltd., including the subsidiaries under the consolidated financial statements of TPBI Public Company Limited.                                                                                                                  |
| Sustainable Procurement | means | the incorporation of environmental, social, governance, and human rights factors into consideration, in conjunction with factors of price, product quality, and the delivery of goods and services, in the organization's procurement processes and procedures, which not only provides financial value in terms of generating profit for the organization, but also creates benefits for society and the economy and reduces negative impacts on the environment.                     |
| Supplier                | means | a distributor, contractor, service provider, lessor, or hire-purchase provider that delivers the products and services of TPBI Group.                                                                                                                                                                                                                                                                                                                                                  |
| Supplier Management     | means | the systematic practice of building good engagement with suppliers in order to strengthen suppliers' potential so as to be ready to grow sustainably together, beginning from supplier selection, risk assessment, and supplier categorization; performance evaluation; relationship building and supplier development; including building participation in sustainable development in all dimensions—environmental, social, governance, and human rights—throughout the supply chain. |

### 2. Significance

TPBI Group is committed to conducting its business so as to grow sustainably, in conjunction with corporate governance for the benefit of the community, society, and the environment. In order that such intention effectively achieves the aspiration set, TPBI Group therefore attaches importance to supply chain management and to developing it in a concrete manner through the governance of TPBI Group's suppliers.

TPBI Group has therefore established this policy and practice guidelines, with the content and scope considered so as to be under the relevant requirements, regulations, and laws, which will help drive and encourage TPBI Group's suppliers to have a sustainable procurement policy, to operate ethically, to bring about social responsibility, to look after the occupational health and safety of employees, as well as to attach importance to the sustainable management of the various relevant environmental matters going forward.



### 3. Policy Scope

This policy covers all operations of the group of companies, subsidiaries, and joint-venture companies, including the undertaking of activities by the directors, executives, employees, and suppliers of the group of companies.

### 4. Objective

To encourage TPBI Group's suppliers to have a sustainable procurement policy, to operate ethically, to bring about social responsibility, to look after the occupational health and safety of employees, as well as to attach importance to the sustainable management of the various relevant environmental matters going forward.

### 5. Practice Guidelines

#### 5.1 Business Ethics

5.1.1 Ethics and Transparency in Conducting Business — Initially, TPBI Group expects suppliers and contractors to be committed to the following :

- **Fair Practice**

To maintain the highest standards of honesty in conducting business at every stage, including not becoming involved in corruption, extortion, and embezzlement, in respect of which TPBI Group may terminate the contract or take legal action.

- **Anti-Corruption**

No fraud, bribery, or unethical practices, whether with government agencies, the private sector, or the general public. Not to offer or give any consideration, whether in monetary or non-monetary form, in order to facilitate any matter or to influence the decision to take any action.

- **Conflict of Interest**

To report matters constituting a conflict of interest, together with evidence, to TPBI Group. If TPBI Group considers and approves such conflict, the result of such consideration and approval must be recorded in writing.

- **Intellectual Property**

Not to disclose matters constituting the intellectual property or confidential information of TPBI Group, or any information that the supplier has obtained from doing business with TPBI Group (namely, information developed by the supplier or contractor, and information relating to products, customers, business partners, prices, costs, methods, strategies, plans, processes, and practices).

- **Confidentiality and Data Protection**

When a confidentiality agreement is made between TPBI Group and suppliers and contractors prior to the exchange of confidential information between them, the supplier must maintain confidentiality and protect the information by keeping it secure and limiting access only to persons who require the information for their work. If it is found that confidential information of



TPBI Group has been disclosed without authorization, whether occurring intentionally or otherwise, the supplier must report to TPBI Group immediately.

■ **Financial Integrity**

To maintain accurate and transparent financial records in accordance with standard accounting methods, and to be ready to have financial records examined by TPBI Group or an assigned external party without prior notice.

■ **Commitment to Preventing Being a Source of Money Laundering**

By preparing and maintaining accounts or assets accurately in accordance with the law, in order to be committed to protecting the business from becoming involved in any unlawful activities, whether intentionally or unintentionally.

TPBI Group expects suppliers to apply the principles under the good corporate governance manual, the TPBI Group ethics and governance standards, and the practices of the TPBI Group Code of Business Conduct appropriately in the operations of the supplier.

5.1.2 Quality Standards — Initially, TPBI Group expects suppliers to be committed to the following:

- To deliver products or services in accordance with the requirements agreed upon jointly with TPBI Group, as well as the requirements applicable under the law.
- To take full responsibility for the quality of the products or services provided to TPBI Group, both directly and indirectly.
- To cooperate with TPBI Group in continuously developing the quality of products and services and operations, which will be of benefit to TPBI Group and the supplier.

5.1.3 Legal Compliance — Initially, TPBI Group expects suppliers to be committed to the following:

- To comply with the laws and regulations enacted at both the national and local levels, namely business ethics, labor including migrant labor, security, occupational health and safety, and the environment, etc.
- To hold the licenses necessary for carrying out work and conducting business lawfully in accordance with the laws and regulations at the international, national, and local levels.
- To notify TPBI Group upon being subject to a legal examination, or where there is legal action by the supplier relating to TPBI Group.

5.1.4 Business Continuity — Initially, TPBI Group expects suppliers to be committed to the following:

- To have a business continuity plan that has been implemented and previously tested, so as to be able to deliver products and services to TPBI Group continuously, both in the event of increased demand for products and services, or in the event that the supplier's operations experience problems.
- To prepare reserve products and services so as to be able to accommodate orders in urgent cases.
- To be able to support TPBI Group in a timely manner in the event of a disruption of production.



## 5.2 Social Responsibility

5.2.1 Human Rights — Initially, TPBI Group expects suppliers to be committed to the following:

- **Freedom of Labor** Must not become involved in or use labor that is forced or unwilling to work, whatever the case.
- **Freedom of Association and the Right to Make Demands**

To respect the lawful rights of employees, not to obstruct the establishment of associations, the joining or not joining of associations, unions, and various federations of employees, including the negotiation of employees or employee representatives to consider wages, working conditions, and other concerns.
- **Protection Against the Use of Child Labor**

There must be no use of child labor below the age prescribed by the law of each country. If any country does not prescribe a minimum age for labor, it shall be regarded that the labor must not be below fifteen (15) years of age. For work performed at night or work involving danger, the labor must not be below eighteen (18) years of age, unless the law of that country prescribes otherwise.
- **Remuneration and Benefits**

The determination of wages/remuneration for the supplier's employees shall be in accordance with the relevant laws, both in respect of the minimum wage, overtime pay, and the benefits to which employees are entitled by law.
- **Working Hours**

To be in accordance with the law or the agreements in that country, both normal working hours, overtime work, and work performed on holidays.
- **Equal Treatment**

To respect the differences of employees, customers, and other persons with whom there are work dealings. There must be no discrimination as to differences in gender, race, skin color, religion, age, marital status, pregnancy status, political preference, or physical disability, in employment and the performance of work.
- **Termination of Employment**

To proceed in accordance with the sequential procedures for terminating the employment of employees under the labor law. Suppliers and contractors must not unfairly terminate the employment contracts of employees, or terminate employment without being able to give clear reasons in accordance with the law, arising from the employees' work performance.
- **Humane Treatment**

To respect the rights of employees and to give employees assurance that there will be no harsh or inhumane treatment, including physical, verbal, and mental abuse, or threats of any nature.

- **Foreign Labor or Migrant Labor**

If foreign labor or migrant labor is employed, such employment must be in accordance with the labor law and immigration law of the country in which the labor enters to work. The supplier, as employer, must prepare employment contract documents in the mother tongue of the labor, or in a language that the labor reads and understands, for the labor prior to employment. The passports and identification documents of the labor must be kept by the owner of the documents themselves at all times; the employer or a third party cannot hold such documents of the labor.

- **Complaint Receipt System**

The complainant or reporter need not be identified, and complaints are to be responded to appropriately while maintaining the confidentiality of the complainant's information.

- **Promotion of Good Labor Relations Between Employer and Employees**

From the commencement of employment through to leaving employment, such as the making of employment contracts, the assignment of work, the supervision of work, the probationary period, opportunities for development, a good working environment, the creation of work motivation and the retention of knowledgeable and capable persons, salary increases, the consideration of merit, benefits and welfare, transfers, lockouts, etc.

5.2.2 Social Responsibility — Initially, TPBI Group expects suppliers to be committed to the following:

- To manage impacts on the health, hygiene, and safety, including the security, of the community, covering the entire life cycle of operations, from planning and surveying, operations, production, transportation, dismantling, and the termination of the project.
- Not to cause nuisance and disturbance, and at the same time to create benefits for the community in the areas surrounding the operational areas of suppliers and contractors.
- To participate in various activities to assist society according to one's ability, whether organized by volunteers, the industrial sector, the public sector, or the community.

### 5.3 Safety

5.3.1 Occupational Health and Safety — Initially, TPBI Group expects suppliers to be committed to the following:

- Freedom of Labor - Must not become involved in or use labor that is forced or unwilling to work, whatever the case.
- To manage the production and service processes in accordance with the relevant safety standards, in order to bring about safety both for oneself and others, and consistent with the laws and requirements on occupational health, safety, and the environment.
- Suppliers and contractors of TPBI Group must provide a working area and working environment that is safe and hygienic, with appropriate maintenance, and must provide standardized personal protective equipment appropriate to the kind or type of work performed by the employees,



including having measures and systems for managing, monitoring, tracking, and reporting work-related injuries/illnesses, which includes reporting near-miss incidents and reporting substandard conditions/acts.

- To have a monitoring and inspection process in order to ensure operations consistent with the law and the safety policy of the supplier/contractor itself, or other requirements that the supplier/contractor must adhere to (both within and outside the organization), such as regular audits, the monitoring and reporting of safety activities and operational effectiveness, etc.
- To communicate and build awareness concerning risks, control measures, procedures, and safety standards relating to the performance of work, to the employees and subcontractors of the supplier, as well as to provide information concerning hazards relating to the supplier's equipment, products, and services to TPBI Group prior to delivery or prior to commencing such activities, and every time a change occurs.

TPBI Group expects suppliers to apply TPBI Group's relevant occupational health, safety, and environmental standards to the supplier's operations according to risk, in order to appropriately prevent impacts from the conduct of business and the performance of work that may arise for employees, contractors, the community, and the environment.

5.3.2 Security and Emergency Preparedness — Initially, TPBI Group expects suppliers to be committed to the following:

- To have strict requirements for the selection of suppliers to perform security duties, and to manage the production and service processes in accordance with safety standards.
- To identify and assess emergency situations, in order to prepare emergency preparedness and response plans covering preparation, response, and post-incident recovery, the provision and maintenance of necessary response equipment, communication plans, training, etc.
- To report to TPBI Group immediately if an emergency occurs that may affect TPBI Group (such as spills, practices inconsistent with the license, injuries, fire, complaints, property damage, etc.) during the performance of work with TPBI Group or within the area of TPBI Group's responsibility.

TPBI Group expects suppliers to apply TPBI Group's relevant standards on security and emergency preparedness to the supplier's operations according to risk, in order to appropriately prevent impacts from the conduct of business and the performance of work that may arise for employees, suppliers or contractors, the community, and the environment.

## **5.4 Environmental Management**

5.4.1 Pollution Prevention and the Reduction of Resource Use — Initially, TPBI Group expects suppliers to be committed to the following:

- To comply with the laws, regulations, and environmental standards, and to hold licenses, with regular audits, as well as monitoring, measurement, and analysis in order to ensure that the



various measured values, such as air pollution, noise, wastewater, soil and groundwater quality, and the protection of the ecosystem, are within the criteria prescribed by law.

- To establish measures to prevent and reduce environmental impacts from the production, service, and transportation processes, covering the pre-operation, operation, and post-operation stages, based on the principle of Pollution Prevention, such as reducing the waste that arises, wastewater discharge, and air pollution, as well as the efficient use of natural resources and energy.
- To establish measures to monitor and report data on environmental performance, such as the greenhouse gas emissions inventory, the volume of resource use, the volume of energy use, the volume of waste generated, the volume of wastewater discharged, the volume of air pollution emissions, etc.
- To reduce the impacts of climate change by reducing greenhouse gas emissions.
- To prevent the leakage of hazardous substances into the environment and the impacts on nearby communities; to avoid and limit the use of chemicals that are toxic, hazardous, or prohibited from use as components of products and services, as prescribed by law, such as:
  - Chlorine, bromide, iodine (bleaching and dyeing)
  - Heavy metal dyes (chrome, copper, zinc and nickel)
  - PVC-based paints
  - Volatile organic solvent-based adhesives
  - Phenobcarb derivatives
  - Sulfur Hexafluoride (SF6)
  - Chrome compounds
  - Azo dyes
  - Formaldehyde
  - Sulphur dye
  - Phencyclidine (PCP)
- To promote the demonstration of environmental responsibility, including cooperating with TPBI Group in order to promote the green products and services strategy of the TPBI Group, as well as conducting business that is friendly to the environment and society, which will have a positive effect on conducting business in the long term.

TPBI Group expects suppliers to apply TPBI Group's standards on the environment, including on climate change, product responsibility, and the statement of intent on biodiversity management, to the supplier's operations according to risk, in order to appropriately prevent and reduce impacts on the environment.

## 6. Whistleblowing and Complaint Channels

Channel 1      Complaint in person at the head office  
TPBI Public Company Limited  
42/174 Moo 5, Soi Srisathiannivet, Rai Khing Subdistrict, Sam Phran District,  
Nakhon Pathom Province 73210



- Channel 2 Complaint made in writing  
Company Secretary Department, TPBI Public Company Limited  
42/174 Moo 5, Soi Srisathiannivet, Rai Khing Subdistrict, Sam Phran District,  
Nakhon Pathom Province 73210
- Channel 3 Complaint by telephone or facsimile  
Telephone 0-2429-0354-7 ext. 501 or Facsimile 0-2429-0358
- Channel 4 Complaint through the Company's website ([www.tpbigroup.com](http://www.tpbigroup.com))
- Channel 5 Complaint by email  
Audit Committee: [ac@tpbigroup.com](mailto:ac@tpbigroup.com) / [hotline@tpbigroup.com](mailto:hotline@tpbigroup.com)  
Investor Relations: [ir@tpbigroup.com](mailto:ir@tpbigroup.com)  
Company Secretary: [company\\_secretary@tpbigroup.com](mailto:company_secretary@tpbigroup.com)
- Channel 6 Suggestion boxes for employees

Announced on 26 November 2025

.....(signed).....

(Ms. Chamaiporn Uapairojki)

Chief Executive Officer

TPBI Public Company Limited Group