

**MODERN SLAVERY ACT 2015 SLAVERY AND HUMAN TRAFFICKING STATEMENT.
TPBI PUBLIC COMPANY LIMITED- A COMPANY QUOTED ON THE STOCK EXCHANGE OF
THAILAND
Registered Address
42/174 Moo 5, Soi Srisatian Niwes, Raiking, Sampran Nakorn Phathom Thailand**

INTRODUCTION

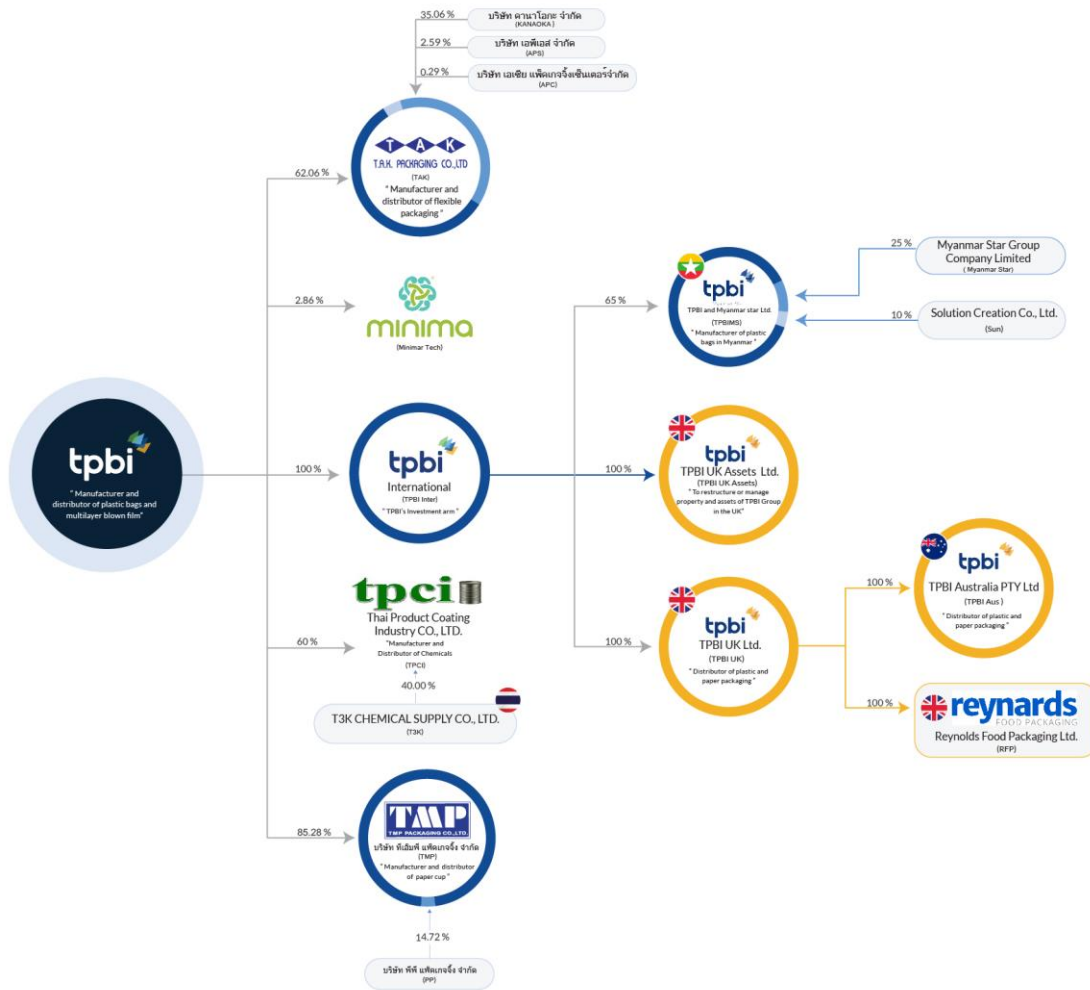
This Statement is made pursuant to Section 54 of The Modern Slavery Act 2015, introduced by the UK government to address slavery and human trafficking. It describes to actions undertaken by **TPBI Public Company Limited** to address the risk of slavery and human trafficking being present in our supply chains and our business operations.

ABOUT OUR BUSINESS

We are a global manufacturer or in the manufacturing sector of plastic and paper packaging for example, T-Shirts/ Vest Carrier bags, garbage bags, fruit bags, flexible packaging and paper bags. We are the ultimate parent company of **Thai Product Coating Industry Company Limited, TMP Packaging Company Limited, TAK Packaging Company Limited, TPBI International Company Limited, TPBI UK Assets Limited , TPBI UK Limited and TPBI Paper Limited (all registered in England), TPBI Myanmar Star Company Limited and TPBI Australia PTY LTD (“TPBI Group”)**. The Group has over 2000 employees worldwide and operates in Thailand, the United Kingdom, Myanmar and Australia.

TPBI Group has an annual global annual turnover of 5,500,000,000 BAHT or 137,500,000 GBP equivalent.

The structure of the Group is as follows;



OUR SUPPLY CHAINS

TPBI Group has established the Code of Conduct for Human Rights and Labor in the Sustainable Code of Conduct for suppliers. We are committed to conducting business with fairness. Legitimate and according to the principles of corporate governance along with caring and promoting and supporting society and environment to achieve a balance in all aspects, coexistence, and sustainable growth. In addition, this policy has been published and promoted and encouraged business partners to apply the principles. To expand the effect to the wider society as well Therefore, in order to have the right understanding together.

Ethics for Human Rights and Labor

TPBI Group supports and respects human rights principles both nationally and internationally and to regularly inspect the business of TPBI Group to be involved in human rights abuses by

accepting practices beneficial to the world society, such as the UN Human Rights Principles, the details are as follows:

- Suppliers should respect human rights. and take human dignity equality into account whether due to differences in race, nationality, religion, gender, education, disability, as well as the fair treatment of their employees in accordance with international standards and laws.
- Suppliers must not have forced labor if their employees are not voluntary.
- Suppliers must not employ child labor under the legal age required and must provide the protection required by law in all respects to workers.
- Suppliers are required to pay wages and other benefits that their employees are due in a fair and timely manner.
- Suppliers must not allow their employees to work for a longer period of time than required by law. If there is a need to work overtime Must be on a voluntary basis.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The Group fully supports the Modern Slavery Act 2015 and will seek to ensure that its activities and activities within the Group's supply chain do not infringe or encourage abuses of any human rights.

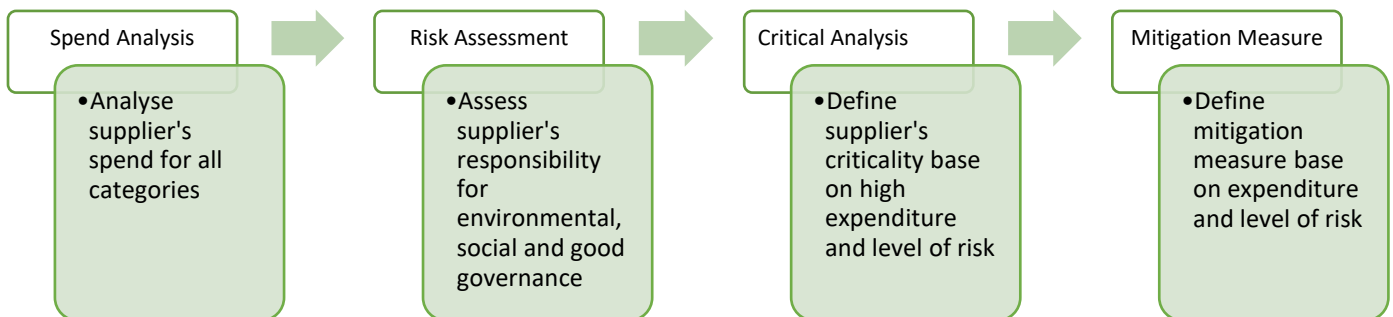
Our Anti-Slavery Policy sets out what is expected from everyone within the Group and reflects our commitment to acting ethically and with integrity.

RISK ASSESSMENT, PREVENTION AND MITIGATION

TPBI Group takes into account the environmental, social and corporate governance impacts of trading partners through a critical analysis and risk assessment of trading partners, comprising four steps:

- Spend Analysis (SPEND ANALYSIS) covering all purchasing groups. Spending by all partners with high spending amount (TOP SPENDER).
- Supplier operational risk assessment (RISK ASSESSMENT) focuses on identifying the sustainability risks of the organization in the procurement process, such as the number of sources of goods and services available, impact on the procurement process, the use of child labor, the impact on the illegal purchase of raw materials, etc.

- Business Partner Critical Analysis (CRITICAL ANALYSIS) which has the following criteria for analysis:
 - o Partner (High Risk, High Expenditure) have a high risk. And is of high importance
 - o Leverage (Low Risk, High Expenditure) is low risk. And is of high importance
 - o Risk (High Risk Low Expenditure): High risk. And low priority
 - o Shop (Low Risk, Low Expenditure) has a low risk. And low priority
- Establishing measures to mitigate potential impacts from partners (MITIGATION MEASURES), based on the results of risk assessment and critical analysis of partners. To help the TPBI Group prepare to deal with trading partners with high risks and priorities with the following main measures.
 - o The main partner (STRATEGIC PARTNER, MARJOR / PREFERRED SUPPLIER) refers to the trade partner with high spending amount and very high or high risk, hard replacement products and is in a group of important parts or devices. It is assumed that these partners are in the HIGH RISK TIER group that must be reviewed every year. Site visits and interviews with management and employees are conducted, and such partners are required to establish plans and remedial approaches to mitigate risks and violence. In addition, there must be an audit plan for the implementation of suppliers' sustainability practices. This is to ensure that the Company can manage risks to a level that does not affect the business, community and environment.
 - o Secondary counterpart (REGULAR SUPPLIER) means a partner with moderate or low utilization and the risk is moderate or low or not in the HIGH RISK TIER group must undergo a supplier assessment (SUPPLIER EVALUATION) or a performance audit according to the partner's sustainable practice guidelines and passed the assessment from relevant departments namely Procurement, Production, R&D, Maintenance, QA / QC, etc.



DUE DILIGENCE – STEPS TO ENSURE THE PREVENTION OF SLAVERY

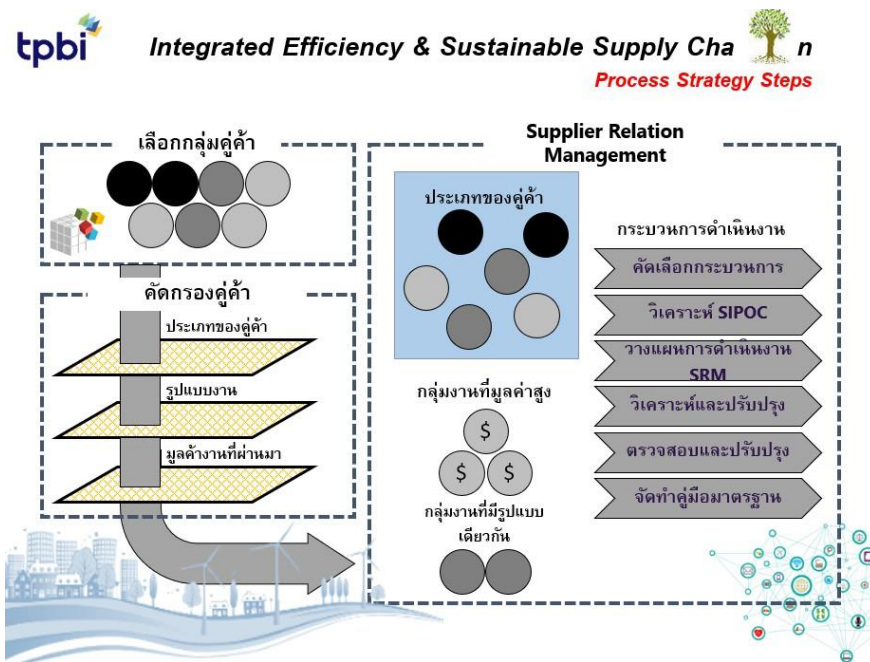
TPBI Group establishes trade partner management measures to ensure that the business partners' operations meet the specified standards, able to meet the growing demand for products and be able to maintain the quality of products / services and good relations between trade partners and TPBI Group as well as enhancing the awareness of trade partners about the position of the company Sustainability.



TPBI Group has fair and transparent standards for selection, evaluation and audit of business partners. Adhere to the principles of good governance Business security and the reliability of partners including able to meet the needs of TPBI group as well as with a business partner management consisting of establishment of a partner registration (APPROVED VENDOR LIST: AVL / QUALIFIED VENDOR LIST: QVL) to select potential partners using questionnaires (REQUEST FOR INFORMATION: RFI) and preliminary partner potential assessments (PRE-QUALIFICATION FORM) in assessing the potential of trading partners. Both in terms of the availability of services, capacity, transportation, safety, occupational health and environment industry standard and suppliers must be able to operate their business according to TPBI Group's sustainable practice guidelines. To ensure that the selected partners have sufficient management potential and can be trusted, the management of the Business Partner Registration is under the supervision of the Supplier Registration Committee and the working group to register partners.

In addition, in order to manage the risks of product delivery, TPBI Group has set a condition in the Terms (TOR) that the business partners' operations must be in accordance with applicable laws and controls and have the partner perform the contract in particular, work with risks in various areas, such as safety, occupational health and environment, etc. There is a risk assessment project of work related to contractors (CONTRACTOR MANAGEMENT) to consider selecting potential contractors. Failure to pass the required score will not be awarded selection.

Supplier Audit & Assessment, TPBI Group has an audit and business partner assessment process to assess the risk, establish a revision plan and evaluate results after joint corrective actions taking into account. The quality / quantity / safety in production and delivery according to the prerequisites of TPBI Group including the minimum requirements under labor law Environmental law and various management standards such as ISO 9001, ISO 14001, ISO 45001 shall also be assessed.



OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

We do have annual suppliers survey and audit to ensure that they comply with Ethics for Human Rights and Labor. In the future, we plan to do business with only suppliers who are able to serve this regulation.

Our customers also emphasis on Ethics for Human Rights and Labor. We are guaranteed by several standards including regulations and standards of customer requirements. We maintain this standard by several methods. One method is having KPI which indicates that we comply to all regulations and standards. There must be no major CAR regards Ethics for Human Rights and Labor.

FUTHER STEPS

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking: The policy regarding slavery shall be annually revisited by the relevant department and shall be approved by board of the Group.

TRAINING

All staff are expected to treat people fairly and demonstrate respect for human rights. Staff that are exposed to the relevant elements of the supply chain WILL receive training which covers topics such as modern day slavery practices and how to identify and report suspected occurrences of modern day slavery.

We WILL also require our business partners to provide training to their staff and suppliers and providers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending [31st December 2020] It was approved by the board on 15th December 2020

Mr. Somsak Borrisuttanakul
(Chief Executive Officer)
TPBI Public Company Limited
Date: 15th December 2020