



**Code of Conduct for Business Partners**

**AP (Thailand) Public Company Limited**

**and Its Subsidiaries**



AP (Thailand) Public Company Limited (“the Company”) is committed to conducting business with transparency, integrity, compliance with applicable laws, and adherence to the principles of good corporate governance. At the same time, the Company places strong emphasis on social development and environmental stewardship in line with sustainable development principles, which are regarded as essential in maintaining a balanced integration of economic, social, and environmental dimensions, thereby enabling all sectors to achieve stable and sustainable growth over the long term.

The Company recognizes that its business partners are key stakeholders who play a significant role in managing risks and impacts, as well as in advancing business operations in accordance with Environmental, Social, and Governance (ESG) principles throughout the supply chain. To promote clear and consistent standards of practice, the Company has established this “Code of Conduct for Business Partners” as a framework to guide business partners in conducting their operations ethically, respecting human rights, and responsibly managing labor practices, occupational health, safety, and environmental matters.

The Company is committed to collaborating with, encouraging, and supporting its business partners in continuously enhancing their ESG performance. In addition, the Company will monitor the implementation of this Code of Conduct for Business Partners to ensure that its underlying intentions and objectives are effectively achieved. Should any business partner fail to comply with these principles, the Company may consider taking appropriate measures, with due consideration given to the severity of the impacts and potential damages that may arise.

## **Guidelines**

These Guidelines shall apply to business partners, contractors, and any other persons acting on behalf of the Company’s business partners.

### **1. Business Ethics**

#### **1.1 Conducting Business with Integrity**

- 1.1.1** Business partners shall conduct their business with accuracy, honesty, integrity, transparency, and in compliance with all applicable laws and regulations.



**1.1.2** Business partners shall accurately and completely disclose information as required by law and shall be prepared to undergo audits or inspections conducted by the Company or authorized authorities.

## 1.2 Support for Fair Competition

**1.2.1** Business partners shall treat competitors fairly and operate within the framework of fair competition practices.

**1.2.2** Business partners shall not seek or obtain competitors' confidential information through dishonest or inappropriate means.

**1.2.3** Business partners shall not engage in price fixing or create unfair competitive advantages.

## 1.3 Anti-Bribery and Anti-Corruption

**1.3.1** Business partners shall not engage in any form of bribery, whether monetary or non-monetary, for the benefit of themselves or any related persons or groups.

**1.3.2** Business partners shall not solicit, accept, offer, promise to offer, or provide gifts, assets, or any other improper benefits to any related persons or groups.

## 1.4 Conflict of Interest

**1.4.1** Business partners shall not improperly seek benefits from any relationship with the Company's directors, executives, or employees.

**1.4.2** Business partners shall not improperly seek benefits for themselves or related persons through their position, duties, or opportunities arising from their business relationship with the Company.

## 1.5 Personal Data Protection and Confidentiality

**1.5.1** Business partners shall safeguard confidential information of customers and related parties and shall not use any information without consent for their own benefit or for the benefit of any other person.

**1.5.2** Business partners shall strictly comply with all applicable laws, including personal data protection laws.

## 1.6 Respect for Intellectual Property

Business partners shall respect the intellectual property rights of others, refrain from infringing such rights, and exercise due care to prevent any violation.



## **2. Labor and Human Rights**

### 2.1 Compliance with Labor Laws and Human Rights Principles

- 2.1.1** Business partners shall conduct business free from all forms of forced labor, including physical abuse, coercion, confinement, human trafficking, as well as any form of exploitation or violence.
- 2.1.2** Business partners shall not employ child labor below the minimum age prescribed by law. In cases where young workers above the legal minimum age are employed, business partners shall ensure that such workers receive all protections required by law and shall not assign hazardous or age-inappropriate work. Business partners shall also provide appropriate care, development opportunities, and promote suitable quality of life and working conditions for such workers.
- 2.1.3** Business partners shall not employ illegal labor. In the case of foreign or migrant workers, business partners shall obtain the necessary permits and register such employment with the relevant government authorities in accordance with applicable laws.
- 2.1.4** Business partners shall neither use nor benefit from any form of forced or slave labor, including corporal punishment, coercion, confinement, intimidation, harassment, human trafficking, or violence in any form.
- 2.1.5** Business partners shall provide all employees with a safe and healthy working environment, free from harassment, intimidation, or discrimination in any form. In the case of pregnant female employees, business partners shall ensure that such employees receive protection and benefits as required by law.
- 2.1.6** Business partners shall respect employees' rights to freedom of association and/or collective bargaining in a free and fair manner in accordance with applicable laws, and shall not engage in any acts that obstruct, threaten, or discriminate against employees exercising such rights.

### 2.2 Fair Treatment of Employees

Business partners shall uphold human dignity, equality, and fairness, and shall not discriminate against employees on the basis of race, nationality, gender, gender identity, age, skin color, religion, place of origin, education, marital status, physical condition, expression of opinions, social status, or any other grounds.



## 2.3 Benefits and Working Hours

- 2.3.1** Business partners shall provide employees with fair wages and benefits to which they are entitled, at no less than the standards prescribed by law, including wages, overtime pay, and holiday pay.
- 2.3.2** Business partners shall not require employees to work beyond the maximum working hours prescribed by law. Any overtime work or work performed on holidays shall be voluntary.
- 2.3.3** Business partners shall provide employees with leave entitlements and holidays in accordance with applicable laws.
- 2.3.4** Business partners shall not terminate employment without just cause. Any termination of employment shall be carried out strictly in accordance with legal procedures and requirements.

## 3. Occupational Health, Safety, and Working Environment

**3.1** Business partners shall maintain workplaces with appropriate working conditions, occupational health, safety, and a suitable working environment. Business partners shall establish measures, rules, regulations, and safe operating procedures to prevent and reduce the risk of accidents or health impacts arising from work operations.

**3.2** Business partners shall establish effective measures and emergency response plans to address accidents and emergency situations.

**3.3** Business partners shall provide training to employees, workers, contractors, and subcontractors to ensure proper understanding of workplace safety practices and compliance with emergency response measures or plans in the event of accidents or unusual incidents.

**3.4** Business partners shall provide employees with appropriate personal protective equipment (PPE) corresponding to the risks associated with their work.

**3.5** Business partners shall implement systems or procedures for reporting workplace accidents in order to analyze incidents and continuously improve preventive measures.

**3.6** Business partners shall pay particular attention to vulnerable workers and ensure that subcontractors comply with occupational health and safety standards equivalent to those required of the business partners themselves.



## **4. Environmental Management**

**4.1** Business partners shall strictly comply with all applicable environmental laws, regulations, and standards, including local laws, national laws, and other requirements relevant to their operations.

**4.2** Business partners shall implement measures to prevent and mitigate environmental impacts arising from their operations, including the storage, transportation, and disposal of waste, in an appropriate manner throughout the life cycle of products and services. Such measures shall also include the safe and lawful management of hazardous waste.

**4.3** Business partners should use natural resources, raw materials, water, and energy efficiently, and promote the prudent use of resources, waste reduction, and the reuse or recycling of resources where appropriate.

**4.4** Business partners shall avoid the use of hazardous, restricted, or prohibited raw materials or chemicals as prescribed by law. Where such use is necessary, business partners shall implement appropriate control, prevention, and mitigation measures to minimize environmental and health impacts.

**4.5** Business partners should manage energy consumption efficiently and undertake appropriate measures to reduce or control greenhouse gas emissions arising from their operations, taking into account the nature of their business activities.

**4.6** Business partners shall avoid conducting activities that may cause significant adverse impacts on biodiversity, deforestation, or land use in environmentally sensitive areas, and should implement appropriate measures to prevent or mitigate such impacts.

**4.7** Business partners should communicate and promote awareness of environmental responsibility among employees, subcontractors, and relevant parties to ensure practices are aligned with this Code of Conduct.

## **5. Business Continuity**

**5.1** Business partners shall conduct risk assessments in relation to their business operations, particularly risks associated with employees, contractors, production activities, and any other risks that may affect their ability to manufacture and deliver products and services. Such assessments shall be undertaken to enhance understanding of potential risks and to establish appropriate mitigation measures suited to the relevant circumstances.

**5.2** Business partners shall promptly notify the Company in the event of any emergency or incident that may affect the continuity of the Company's business operations.



## **6. Responsibilities of Business Partners Throughout the Supply Chain**

**6.1** Business partners shall comply with this Code of Conduct for Business Partners and promote compliance with the principles set forth herein among their own suppliers and subcontractors as part of environmental, social, and governance (ESG) practices throughout the supply chain.

**6.2** Business partners may report any whistleblowing matters or complaints relating to violations of ethical standards, laws, or this Code of Conduct through the channels designated by the Company. The Company shall handle such reports in a fair and transparent manner and shall provide appropriate protection to whistleblowers.

## **7. Supplier Management and Sustainable Supply Chain Development**

**7.1** The Company may supervise and monitor the ESG performance of business partners at an appropriate level. In this regard, business partners shall cooperate in assessments and provide relevant information or supporting evidence as required by the Company.

**7.2** The Company may conduct screening processes to identify critical business partners. Business partners shall cooperate by providing the necessary information or supporting evidence for the Company's risk assessment process upon request. Information obtained from such assessments may be used to determine the appropriate level of monitoring, evaluation, and development measures for business partners according to the relevant level of risk.

**7.3** The Company supports the development and enhancement of ESG capabilities among business partners. Business partners should participate in related activities or cooperate in such development initiatives within the scope of their relevant operations in order to strengthen ESG performance over the long term.

**7.4** In the event that a business partner is found to be non-compliant with this Code of Conduct, the business partner shall undertake corrective actions or improvements within a reasonable period as specified by the Company. The Company may further consider additional measures in accordance with the severity of the impacts arising from such non-compliance.

This Policy was approved by the Board of Directors at its Meeting No. 3/2026 held on 26 March 2026. It shall be reviewed at least annually, or as necessary, in the event of changes that may affect its implementation, to ensure alignment with evolving circumstances and relevant international standards.

