

Supporting Documents Code of Conduct and Business Ethics	Document Code: GN-CSO-035	
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Message from the Chairman of the Board

The Board of Directors of Unique Plastic Industry Public Company Limited (the “Company”) is firmly committed to promoting and developing the Company and its subsidiaries into an organization with excellent corporate governance and effective management, to achieve sustainable business growth. The Company’s operations are conducted on the principles of transparency, integrity, and accountability, with due responsibility toward shareholders, employees, customers, business partners, and all stakeholders, as well as responsibility toward society, communities, and the environment, to ensure sustainable business operations.

Accordingly, the Company has established the Code of Conduct and Business Ethics, in line with the Good Corporate Governance Best Practice on the Preparation of a Code of Conduct (Revised January 2021) issued by the Stock Exchange of Thailand, and in compliance with generally accepted corporate governance principles that underpin organizational management and emphasize integrity and ethical conduct. The purpose of this Code is to ensure that directors, executives, and employees clearly understand the Company’s business ethics and strictly and consistently adhere to them in a practical and tangible manner, thereby fulfilling the commitment.

The Board of Directors shall review the Code of Conduct and Business Ethics on an annual basis, at least once every year, to ensure its continued appropriateness and alignment with the prevailing business environment. The Company regards this Code of Conduct and Business Ethics as an integral part of the Company’s and its subsidiaries’ Work Rules and Regulations, which all personnel are required to strictly comply with.

(Mr. Chawalit Tippawanich)

Chairman of the Board of Directors

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Unique Plastic Industry Public Company Limited and its subsidiaries (the “Group”) have revised and enhanced the Code of Conduct and Business Ethics, which sets forth the ethical principles governing business operations that directors, executives, and employees of the Company are required to uphold and strictly comply with. The Code establishes a unified standard of conduct grounded in ethical values, integrity, honesty, respect for rights, and fair and equitable treatment of all stakeholders, in conjunction with the Company’s rules and regulations. It aims to ensure that the Group’s governance, management, and operations are conducted in a transparent, clear, fair, and efficient manner, while upholding honor and dignity and maintaining a level of conduct worthy of the trust and confidence of business partners, customers, and the public. This Code is intended to lay a solid foundation for, and safeguard, the Company’s corporate reputation, and to support the Group’s objective of achieving sustainable long-term growth. The scope of this Code covers the following matters:

1. Definitions

“**Code of Conduct**” means a codification of conduct and behavior, and the establishment of standards governing appropriate behavior and ethical practices for business operators, with the objective of preserving and promoting the Company’s honor, reputation, and credibility. The Code applies ethical standards through the formulation of policies and guidelines, categorized according to the nature of each matter.

Accordingly, to facilitate clear understanding and effective communication among directors, executives, and employees, the Company has established this Code of Conduct by compiling and consolidating key policies and clearly defined practices. The Code serves as a reference document for the Company and other relevant stakeholders, and provides a behavioral standard, legal framework, and accepted norms to be used as guiding principles for the conduct of business operations within the organization.

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“Business Ethics” means the integration of economic considerations and ethical principles, with the objective of promoting business policies and practices that support responsible, fair, sustainable, and long-term business success. At the same time, Business Ethics seeks to achieve an appropriate balance among the interests of the Company’s stakeholders, including shareholders, directors, executives, employees, customers, business partners, communities, government authorities, and the environment.

“Group” means Unique Plastic Industry Public Company Limited (the “Company”) and its subsidiaries, namely Unique Plastic Industry (Mae Sot) Company Limited and Smile Distribution Company Limited.

“Directors” means the Board of Directors of the Company.

“Executives” means the Chief Executive Officer (CEO) or Deputy Chief Executive Officers / C-level executives, the four senior executive positions immediately below the CEO, or Managers who are responsible for business operations in accordance with the organizational structure and management processes, and who perform duties relating to planning, organizing, directing, and controlling operations to achieve corporate objectives. Executives shall uphold sound management practices and, in their capacity as supervisors of employees, shall act as leaders and role models, demonstrating appropriate conduct and ethical behavior for employees at all levels.

“Employees” means personnel who are employed by the Company on a permanent basis without a fixed-term employment period, following the successful completion of a probationary evaluation and subsequent confirmation of employment, or upon immediate appointment in cases where a probationary period is not required, as applicable.

“Business Partners” means persons or entities that supply goods or services to the Company.

“Customers” means persons or entities that purchase goods from, or use services provided by, the Company.

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“Related Parties” means any individual or juristic person with whom the Company has a business relationship, including but not limited to: (1) Public Sector Officials or Entities, including government agencies, state enterprises, international organizations, political parties, and regulatory authorities (such as the Securities and Exchange Commission, the Bank of Thailand, and the Stock Exchange of Thailand (the “SET”)); (2) Private Sector Organizations; and (3) Charitable or Non-Profit Organizations, as applicable.

“Stakeholders” means individuals or groups that have an interest in, or are affected by, the Company’s operations, including but not limited to shareholders, directors, executives, employees, business partners, customers, related parties, communities, society, the environment, and creditors, as applicable.

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2. Vision and Mission

Vision: To be the trusted producer who open doors of flexible packaging solutions that bring smile to our consumers, pride to our people, success to our partners and social betterment to our future.

Mission:

1. PIONEERING PRODUCT DEVELOPMENT

We aim to be the leader in the development of plastic packaging through partnering with domestic and overseas institutions in research and development.

2. PROCESS DEVELOPMENT

We aim to develop our business with an operational procedure that emphasizes on meeting the demand of customers, together with being responsible to the society and reflexing on the wish of 'the people' and 'the environment'.

3. PEOPLE HAPPINESS AND DEVELOPMENT

We give priority to the happiness of all personnel both inside the company and outside the company within the chain of production. We aim to develop the knowledge and ethics of our personnel to be the vulnerable human resources of this world.

4. PARTNERSHIP DEVELOPMENT

We are aware of the importance of cooperation between business partners. We try our best for us to be a part of the partners' success.

5. PURSUE CORPORATE SOCIAL RESPOSIBILITY

With our belief in love, unity, and responsible public consciousness, it is our resolution to build a better society through every activity we did with clear objectives in mind.

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3. Core Value)

The Company (UNIQUE) has established its corporate values, to be consistently upheld and practiced across the organization, collectively referred to as “**HARMONY**.”

“At UNIQUE, everything we do is grounded in care, trust, and mutual understanding. We treat our business partners as members of our extended family and are committed to delivering the highest level of satisfaction in accordance with our ‘**HARMONY**’ values. We pledge to work as one to create lasting value and shared smiles for all our business partners.”



Humility

Courtesy, humility, openness to differing perspectives, empathy, and the absence of ego, which form the foundation for fostering unity and harmonious collaboration with others.

Appreciation

Appreciation for life’s experiences, gratitude toward the environment and the actions of others, a willingness to forgive, and a positive outlook, which together support ethical conduct and constructive relationships.

Respect

Respect for others, extending due courtesy, and honoring the inherent dignity of every individual, by treating others as we wish to be treated ourselves.

Morality

Adherence to moral and ethical principles, integrity and honesty, a steadfast commitment to what is right, and sincerity and compassion toward others.

Outstanding

Commitment to excellence in knowledge, continuous development of skills to the highest standards, and the creation of innovation to

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	enhance the quality of life for communities, society, the nation, and the environment.
Nature Conformity	Environmental awareness and responsibility for the conservation of natural resources, with due care for the environment in both personal conduct and the workplace.
Yield	Commitment to excellence in efficiency and effectiveness, to deliver satisfaction and create positive experiences for our customers.

4. Code of Practice

Part 1 Business Code of Conduct

- 1.1 Code of Conduct on Adherence to the Rule of Law / Exercise of Social and Political Rights
- 1.2 Code of Conduct on Performance of Duties and Responsibilities
- 1.3 Code of Conduct on Conflicts of Interest
- 1.4 Code of Conduct on Protection of the Company's Confidential Information and Prevention of Misuse of Information
- 1.5 Code of Conduct on Insider Trading and Use of Inside Information in Securities Trading
- 1.6 Code of Conduct on Safeguarding the Company's Assets and Respect for Intellectual Property Rights
- 1.7 Code of Conduct on Anti-Corruption and Anti-Bribery
- 1.8 Code of Conduct on Giving or Receiving Gifts, Hospitality, or Other Benefits
- 1.9 Code of Conduct on Respect for Human Rights Principles

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1.10 Code of Conduct on Business Operations in Compliance with Environmental Standards

1.11 Code of Conduct on Treatment of Stakeholders

1.11.1 Treatment of Shareholders and Investors

1.11.2 Treatment of Customers

1.11.3 Treatment of Business Partners and Creditors

1.11.4 Treatment of Business Competitors

1.11.5 Treatment of Creditors

1.11.6 Treatment of Employees

1.11.7 Treatment of Society, Communities, and the Environment

Part 2 Ethical Standards of Conduct for Directors, Executives, and Employees

Part 3 Related Policies

3.1 Conflict of Interest and Disclosure of Interests Policy for Directors, Executives, and Related Parties

3.2 Insider Information Governance Policy

3.3 Anti-Corruption and Anti-Bribery Policy

3.4 Whistleblowing and Complaints Handling Policy for Misconduct and Corruption

3.5 Risk Management Policy

3.6 Safeguarding of Company Assets and Intellectual Property Protection Policy

3.7 Gifts, Hospitality, and Other Benefits Policy

3.8 Human Rights and Labor Practices Policy

3.9 Corporate Social Responsibility, Environmental Responsibility, and Stakeholder Engagement Policy for the Sustainable Development of Business and Society as a Whole

Part 4 Disciplinary Measures and Penalties

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5. Monitoring and Compliance

5.1 It shall be the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly comply with the Code of Conduct and Business Ethics.

5.2 In the event of any questions, concerns, or suspicions that any act or conduct may constitute a violation of the Code of Conduct and Business Ethics, such matters shall be consulted with or reported to the employee's supervisor and/or the Human Resources Department and/or any person designated by the Board of Directors as responsible for receiving complaints, whistleblowing reports, or opinions, in order to enable employees and all stakeholders to lodge complaints, report suspected misconduct, or express concerns in an appropriate manner.

5.3 The Company shall conduct an annual assessment of compliance with the Code of Conduct and Business Ethics for executives and employees and shall report the results to the Audit Committee and the Board of Directors for acknowledgment.

5.4 The Company shall review the Code of Conduct and Business Ethics on an annual basis, at least once every year, to ensure alignment with changes in internal and external factors that may affect the Company's business operations, and to ensure the maximum benefit to the Company, subject to approval by the Board of Directors.

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Part 1

Business Code of Conduct

Unique Plastic Industry Public Company Limited and its subsidiaries (the “Group”) have established a Business Code of Conduct to govern business operations in a professional manner, in accordance with recognized standards of quality, integrity, and ethical conduct, and with due responsibility toward the economy and society. This Code serves as a guiding framework for executives and employees in the management and performance of their duties, with the objective of upholding the Company’s good reputation and organizational pride, and of fostering the Company’s development as an organization with strong and effective corporate governance, as set forth below.

- 1.1 Code of Conduct on Adherence to the Rule of Law and the Exercise of Social and Political Rights
- 1.2 Code of Conduct on Performance of Duties and Responsibilities
- 1.3 Code of Conduct on Conflicts of Interest
- 1.4 Code of Conduct on Protection of the Company’s Confidential Information and Prevention of Misuse of Information
- 1.5 Code of Conduct on Use of Inside Information for Securities Trading (Insider Trading)
- 1.6 Code of Conduct on Safeguarding the Company’s Assets and Respect for Intellectual Property Rights
- 1.7 Code of Conduct on Anti-Corruption and Anti-Bribery
- 1.8 Code of Conduct on Giving or Receiving Gifts, Hospitality, or Other Benefits
- 1.9 Code of Conduct on Respect for Human Rights Principles
- 1.10 Code of Conduct on Business Operations in Compliance with Environmental Standards
- 1.11 Code of Conduct on Treatment of Stakeholders

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- 1.11.8 Treatment of Shareholders and Investors
- 1.11.9 Treatment of Customers
- 1.11.10 Treatment of Business Partners and Creditors
- 1.11.11 Treatment of Business Competitors
- 1.11.12 Treatment of Creditors
- 1.11.13 Treatment of Employees
- 1.11.14 Treatment of Society, Communities, and the Environment

1.1 Code of Conduct on Adherence to the Rule of Law and the Exercise of Social and Political Rights

The Group places the highest importance on strict compliance with applicable laws and regulations of all relevant authorities. All employees are required to comply with all applicable laws, rules, and regulations, and must avoid any involvement in unlawful activities or activities contrary to public order or good morals. The use of employees or the Company's assets for any unlawful purpose is strictly prohibited. In addition, the Company maintains political neutrality and does not affiliate with or support any political parties, political groups, or individual politicians. The Company supports actions that enable its personnel to exercise their social and political rights in accordance with the law, while ensuring that the Company's business operations are conducted free from political influence or pressure.

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- 1.1.1 The Group shall compile, categorize, and keep up to date all applicable laws, regulations, rules, orders, notifications, and resolutions of the Board of Directors relevant to the Company's business operations and the performance of duties by personnel, to enable personnel to appropriately review, search, and study such information. The Group should also provide training to ensure that personnel have adequate knowledge and understanding of such applicable laws, regulations, rules, orders, notifications, and Board resolutions.
- 1.1.2 All personnel of the Group shall thoroughly understand the laws and regulations directly applicable to their respective duties and responsibilities, including the rules and requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission. Such laws and regulations shall be strictly complied with. In the event of any doubt or uncertainty, personnel shall seek advice from the Legal Department, and shall not take any action while such doubt remains.
- 1.1.3 Personnel of the Group shall perform their duties with honesty and integrity, and shall not intentionally violate, participate in, consent to, or conceal any act that constitutes a violation of laws, regulations, rules, orders, notifications, or relevant Board resolutions, taking into account the legitimate interests of the Company, even in circumstances where there may be loopholes in the law or in the Company's rules, regulations, or orders.
- 1.1.4 Any violation of the law, resolutions of shareholders' meetings, resolutions of the Board of Directors, or the Group's rules and orders, on the grounds that such actions are intended to increase profits for the Group or for any other reason, shall not be accepted or justified.
- 1.1.5 The Group respects and supports the exercise of rights and freedoms by stakeholders under the Constitution and maintains a politically neutral stance.

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1.1.6 The Group supports all personnel in expressing opinions, participating in, supporting, and exercising political rights outside working hours, provided that such activities do not give rise to conflicts with work duties, are conducted using personal resources, and do not involve the use of the Company's authority, resources, funds, or name for political fundraising or political activities.

1.1.7 Executives and employees shall refrain from any conduct or expression that may lead others to perceive that the Group is involved in, affiliated with, or supportive of any political activities, political parties, political alliances, political authorities, or political candidates. Executives and employees shall also refrain from wearing Company uniforms or using any symbols that may reasonably give rise to the perception that they are acting in their capacity as employees of the Group when attending political meetings, assemblies, or any public gatherings of a political nature.

1.2 Code of Conduct on the Performance of Duties

The Board of Directors, executives, and employees of the Company play a critical role in the organization and bears a duty of responsibility in performing their functions and in conducting themselves toward all stakeholder groups. Accordingly, a Code of Conduct on the Performance of Duties has been established to define appropriate standards of conduct and good practices.

Good Practices

1.2.1 Conduct oneself with integrity, honesty, and fairness, and uphold the Code of Conduct and Business Ethics in the conduct of business.

1.2.2 Perform duties with responsibility, due care, and dedication, devoting both physical effort and intellectual capacity to work, acting with honesty, integrity, and fairness, and adhering to ethical principles, with the best interests of the organization as a primary consideration.

1.2.3 Perform duties with diligence and perseverance, and continuously seek opportunities to develop, improve, and enhance work efficiency.

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- 1.2.4 Uphold one's personal honor and reputation in a manner that is worthy of recognition and respect within society.
- 1.2.5 Maintain discipline and comply with the Company's rules, regulations, corporate culture, and good customs, whether formally documented or customarily observed.
- 1.2.6 Avoid any acts or conduct that may adversely affect the Company's reputation or corporate image or give rise to potential issues or risks to the organization in the future.
- 1.2.7 Refrain from using the Company's working hours to engage in other employment or personal activities that may impair the ability to perform assigned duties fully and effectively during working hours.
- 1.2.8 Personnel of the Group are strictly prohibited from engaging in any conduct that causes distress, annoyance, demoralization, or disharmony, creates division or hostility, or disrupts work operations, including but not limited to sexual harassment and sexual misconduct, such as inappropriate advances, unwanted physical contact, lewd behavior, or the possession or dissemination of pornographic or obscene materials, whether verbal or physical, toward fellow personnel or external parties with whom the Group conducts business.
- 1.2.9 Personnel of the Group are strictly prohibited from using the Company's communication channels, media, or their official titles or positions to solicit funds or contributions for personal benefit, regardless of the purpose.
- 1.2.10 Employees of the Group shall perform their duties in accordance with the lawful instructions of their supervisors and shall cooperate with and support organizational activities arranged by the Company in order to foster unity and serve as positive role models.
- 1.2.11 Continuously seek knowledge and demonstrate a commitment to ongoing self-development.
- 1.2.12 Use the Company's assets and resources prudently and responsibly, with due regard to the best interests of the organization.

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1.3 Code of Conduct on Conflicts of Interest

The Board of Directors, executives, and employees shall perform their duties with the best interests of the Group as the primary consideration, free from personal interests or undue influence from any individual or party. Directors, executives, and employees shall remain constantly aware of whether they have any personal interests or potential conflicts of interest in relation to their duties. Where a conflict of interest, or a potential conflict of interest, is identified, the relevant director, executive, or employee shall refrain from performing such duties and arrange for another appropriate person to assume responsibility to eliminate any appearance of impropriety, misuse of authority for personal gain, or potential damage to the organization. All directors, executives, and employees of the Group shall strictly comply with this Code of Conduct on Conflicts of Interest.

Good Practices

- 1.3.1 Directors, executives, and employees are prohibited from using their influence or authority to enter into transactions between the Company and any related persons of such directors, executives, or employees, unless the relevant interests have been properly disclosed, the transaction has been conducted in accordance with the procurement and purchasing procedures, and specific approval or in-principle approval has been obtained.
- 1.3.2 Family members of the Group's personnel may engage in transactions with the Group under normal commercial terms, without the use of influence by directors, executives, or employees, and under conditions that a reasonable person would apply to general business partners, provided that such transactions are conducted in accordance with the procurement procedures and other relevant manuals.
- 1.3.3 Directors, executives, and employees shall not issue any orders for the purpose of deriving personal benefits for themselves.

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- 1.3.4 Where any agenda item involves a personal interest, the director, executive, or employee concerned shall temporarily withdraw from the meeting, in order to allow the remaining participants to consider, analyze, and deliberate independently, free from undue influence.
- 1.3.5 Directors and executives shall carefully and independently consider conflicts of interest relating to connected transactions between Unique Plastic Industry Public Company Limited and its subsidiaries, namely Unique Plastic Industry (Mae Sot) Company Limited and Smile Distribution Company Limited, with honesty, integrity, and due care, within a sound ethical framework, and with the best interests of the Company as the primary consideration.
- 1.3.6 Directors, executives, and employees shall not borrow money or accept assets or benefits of excessive value beyond customary practice from business partners, to avoid any influence on the performance of their duties as representatives of the Company.
- 1.3.7 Directors, executives, and employees shall not engage in any acts to seek personal gain or misappropriate assets that belong, or should belong, to the Company or the Company's customers.
- 1.3.8 Directors, executives, and employees shall avoid situations, personal activities, or financial interests that may conflict with their professional duties and responsibilities.
- 1.3.9 Where the duties or responsibilities of any director, executive, or employee may result in direct or indirect benefits to themselves, their family members or relatives, or any external parties, such person shall refrain from participating in any related decision-making and shall immediately notify their line supervisor.
- 1.3.10 The Company shall avoid assigning duties or responsibilities to directors, executives, or employees where such assignments may give rise to actual or potential conflicts of interest of the Company or be contrary to the interests of the Company's customers.

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1.3.11 Directors, executives, and employees are prohibited from participating in or holding any position in organizations that conduct the same or competing business as the Company or the Group, or any business that may give rise to a conflict of interest with the Company.

1.3.12 Directors, executives, and employees shall comply with the rules, procedures, and disclosure requirements relating to connected transactions in accordance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission.

1.4 Code of Conduct on the Protection of the Company's Confidential Information and Prevention of Misuse of Information

Confidential Information means any information that is not publicly available, or information which, if disclosed to the public or obtained by competitors, would be likely to have material adverse impact on the Company. This includes all types of information provided to the Company by business partners and customers. All directors, executives, and employees of the Company have a duty to maintain confidentiality, and access to confidential information should be restricted solely to people with a legitimate need to know. Accordingly, any person who is responsible for or in possession of such information shall be required to strictly safeguard the security and confidentiality of such information.

The Group has a duty and responsibility to protect the confidentiality of customers' and business partners' information, including information relating to transactions conducted between customers or business partners and the Company, as well as personal or proprietary information obtained from customers and/or business partners. The use of such information should be limited solely to purposes necessary for the Company's normal business operations and shall not be used for the personal benefit of any individual. Directors, executives, and employees therefore have a duty to protect and maintain the confidentiality of customers' and/or business partners' information and shall always exercise due care when using such information. The obligation to maintain the confidentiality of customers' and/or business partners' confidential information shall continue indefinitely, even after the individual ceases to be an employee or representative of the Company.

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Good Practices

- 1.4.1 The Group shall classify information by levels of confidentiality and establish corresponding measures to protect such information. Important documents and confidential information shall be safeguarded using specific methods appropriate to each level, type, or category of information. All employees shall maintain the confidentiality of information under their responsibility and shall not disclose such information to unauthorized people, including employees who are not involved.
- 1.4.2 Employees shall remain obligated to maintain the confidentiality of the Group's information even after retirement, resignation, or termination of employment.
- 1.4.3 The Group shall protect and maintain the confidentiality of customer and commercial information. Employees shall not disclose customer information to other employees or external parties who are not authorized, unless disclosure is required by law or the information has become publicly available. Employees should also not disclose inside information obtained through the performance of their duties, nor use such information for improper purposes, whether to cause damage to the Group or to seek direct or indirect benefits for themselves, their family members, relatives, or any other person without the Group's consent. The obligation to refrain from misuse of such information shall apply during employment and after the termination of employment, for the period prescribed. Any disclosure of information to external parties shall be subject to the supervision and responsibility of supervisors and senior management.
- 1.4.4 Disclosure of information shall be made only by employees who have been duly authorized. Employees who are not authorized to disclose information shall not provide such information, and when requested to do so, shall direct the inquiring party to the designated authorized spokesperson, in order to ensure that information is accurate, consistent, and appropriately communicated.

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1.4.5 Employees are required to properly retain and safeguard information, whether in physical document form or electronic form, for future reference as required. Certain documents or categories of information shall be retained in accordance with legal requirements, which shall be reviewed on a case-by-case basis. Upon expiration of the applicable retention period, approval from management or compliance with established document destruction procedures shall be obtained prior to the destruction of any documents or information.

1.4.6 Executives, employees, and business partners shall be required to enter into confidentiality agreements to protect the confidential information of the Group.

1.5 Code of Conduct on the Use of Inside Information for Securities Trading

The Group recognizes the importance of inside information, which constitutes a material factor in investors' investment decisions, including information relating to operating results, business expansion plans, or other matters concerning the Group. If any person who has access to inside information uses such information to trade in the Company's securities before such information has been disclosed to the Stock Exchange of Thailand and the public in accordance with applicable laws and regulations, such conduct would result in unfairness to other investors who have not yet had access to such information. Accordingly, the Company has established a Disclosure Policy and prescribes strict prohibitions against the use of inside information that has not yet been disclosed to the Stock Exchange of Thailand and the public for the purpose of trading in the Company's securities.

Good Practices

1.5.1 Personnel of the Group shall strictly comply with the Securities and Exchange Act B.E. 2535 (1992), as well as the rules and regulations of the Securities and Exchange Commission, the Capital Market Supervisory Board, the Stock Exchange of Thailand, and any other relevant regulatory authorities.

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1.5.2 The use of material inside information that may affect the Company's share price, which has not yet been disclosed to the public, for the purpose of seeking benefits for oneself or for others, shall constitute a violation of applicable laws and the Company's work rules and regulations.

1.5.3 Personnel of the Group, including their family members, shall not trade in the Company's securities while in possession of inside information that has not yet been publicly disclosed. Personnel of the Group should not disclose material inside information that may affect the Company's share price to any unauthorized person.

1.6 Code of Conduct on Safeguarding the Company's Assets and Respect for Intellectual Property Rights

Company Assets mean all movable and immovable property, intellectual property, academic knowledge, technology, information, rights, patents, petty patents, copyrights, trademarks, trade secrets, or confidential business methods, as well as any resources of the Company or in which the Company holds rights, including work products created in the course of employment or performance of duties, unless the Company has explicitly granted permission for such works to be recognized as the property of the inventor, creator, researcher, or other individuals, as applicable.

Good Practices

1.6.1 Personnel of the Group have a duty and responsibility to use the Company's assets prudently and economically, and to jointly protect and safeguard the Company's intellectual property to ensure maximum benefit to the Company. Such assets shall not be damaged, lost, misused, disclosed, or made available for use by others for personal benefit or the benefit of any third party, without authorization.

1.6.2 Personnel of the Group shall not ignite flames or create sparks in areas where flammable or combustible materials are stored within the Company's premises or during the performance of duties, unless prior authorization has been obtained in accordance with the Company's safety rules and procedures.

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- 1.6.3 Executives and employees shall prepare business, accounting, and financial documents and reports submitted to government authorities or relevant agencies or people accurately, honestly, and with due care, and such records shall be properly recorded in accordance with the Company's accounting methods and applicable standards.
- 1.6.4 Business information and documents constitute important assets of the Group. The Company shall determine document retention periods, confidentiality classifications, and proper storage methods, ensuring that such documents are complete, accurate, verifiable, protected from unauthorized access, and not disclosed unless written authorization has been granted by an authorized person.
- 1.6.5 The Group undertakes to maintain the confidentiality of customers' information, information obtained from customers, and information relating to all stakeholders, unless consent has been obtained from the data owner. The Company shall exercise the highest degree of care to prevent the disclosure of customers' and/or stakeholders' confidential information to external parties.
- 1.6.6 Personnel of the Group shall not reproduce, modify, or otherwise use the Company's intellectual property for personal benefit or for the benefit of others without the Company's authorization.
- 1.6.7 Personnel of the Group shall respect and not infringe upon the intellectual property rights of others, including the improper use of information, documents, computer programs, software, books, articles, videos, audio recordings, or other works of third parties in a manner that constitutes intellectual property infringement, regardless of whether reservations have been expressly stated. Any actual or potential infringement shall be reported to the authorized decision-making personnel.

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1.6.8 Any work created by employees or arising from the performance of duties for the Group, shall be deemed the property and intellectual property of the Group. Upon termination of employment, employees shall have a duty to return all intellectual property, including works and inventions, to the Company, regardless of the form in which such property is stored.

1.6.9 Personnel of the Group shall cooperate and help in the assertion, registration, or protection of intellectual property rights owned by the Company.

1.6.10 The Group shall verify third-party intellectual property rights in respect of any information or materials received from external parties or intended for use within the Group, to minimize the risk of intellectual property infringement.

1.6.11 Personnel of the Group shall comply with safety-related instructions and regulations and shall report to their supervisors any acts that constitute, may lead to, or may result in infringement of rights or disputes concerning the Company's intellectual property. Any person who violates this policy shall be subject to disciplinary action in accordance with the Company's work rules or applicable regulatory requirements, and where such violation constitutes a legal offense, the offender shall be subject to penalties as prescribed by law.

1.7 Code of Conduct on Anti-Corruption and Anti-Bribery

The Group supports and promotes awareness at all levels of the organization regarding the importance of preventing and combating corruption and encourages personnel to maintain a strong anti-corruption mindset. The Group has established internal control processes to prevent corruption, extortion, bribery, and improper payments in all forms. Accordingly, the Company has adopted an Anti-Corruption Policy and a Whistleblowing and Complaints Handling Policy to ensure consistent standards and practices across the organization.

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- 1.7.1 Personnel of the Group are strictly prohibited from giving or offering gifts, money, or any other benefits to external parties, such as public officials, intermediaries, agents, business partners, or others, with the intent to induce such persons to perform or refrain from performing any act in violation of the law or their official duties, or in exchange for improper advantages or preferential treatment.
- 1.7.2 Personnel of the Group are strictly prohibited from requesting, demanding, or accepting gifts, money, or any other benefits, for themselves or for others, that may improperly influence the performance or non-performance of duties.
- 1.7.3 All business dealings with any entities, whether government agencies, state enterprises, or private sector organizations, both domestically and internationally, shall be conducted in a transparent, fair, and lawful manner, in compliance with Thai laws and the applicable laws of the countries in which the Company conducts business.
- 1.7.4 Directors, executives, and employees at all levels shall not be involved in corruption, whether directly or indirectly.
- 1.7.5 Employees of the Group shall not ignore or overlook any acts that may constitute corruption involving the Company and shall promptly report such matters to their supervisors or to designated responsible people and cooperate fully in fact-finding and investigations. Where there are questions or uncertainties, employees shall seek guidance through the designated ethics or compliance reporting channels.
- 1.7.6 The Group shall treat fairly and protect employees who refuse to participate in corruption or who report corruption-related matters involving the Company, through whistleblower protection measures for informants, complainants, and persons who cooperate in reporting corruption.
- 1.7.7 Any act of corruption shall constitute a violation of the Company's ethical standards and shall be subject to disciplinary action in accordance with the Company's rules and regulations. In addition, where such conduct constitutes a legal offense, the offender shall be subject to penalties as prescribed by law.

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1.7.8 The Group recognizes the importance of communicating, educating, and raising awareness among all people who perform duties relating to, or who may have an impact on, the Company, including directors, executives, and relevant third parties, regarding compliance with the Anti-Corruption Policy.

1.7.9 The Group shall promote knowledge and understanding by providing training programs on the Company's anti-corruption policies and practices, to educate and regularly reinforce awareness of anti-corruption principles.

1.7.10 The Group shall conduct a corruption risk assessment on a regular basis, at least once per year, by identifying corruption-related risk events and assessing the likelihood and potential impact of such risks, to review and enhance anti-corruption measures to ensure their effective implementation.

1.7.11 The Group shall establish audit, assessment, internal control, and risk management processes covering key operational systems, to prevent, monitor, and manage corruption risks, and to provide appropriate corrective recommendations.

1.7.12 The Group shall regularly review and improve anti-corruption measures and shall submit the results of such assessments to the Audit Committee and the Risk Management Committee and subsequently report to the Board of Directors in a timely and regular manner.

1.8 Code of Conduct on Gifts, Hospitality, or Other Benefits

The Group is firmly committed to conducting business with integrity, ethical standards, and in compliance with applicable laws, and to fulfilling its duties with honesty, fairness, and transparency always. Accordingly, the Company requires that executives, employees, and their close relatives shall neither give nor receive money, benefits, or gifts in connection with business dealings involving the Group, where such giving or receiving may give rise to the perception of bias, preferential treatment, or a special business relationship between the giver and the recipient, which could result in direct or indirect damage to the Company.

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- 1.8.1 Executives, employees, and their close relatives shall not request, accept, or participate in social events, sporting activities, entertainment, hospitality, gifts, gratuities, or other benefits, for themselves or for others, from people or entities that have business relationships with the Group.
- 1.8.2 In unavoidable circumstances, executives and employees may accept business promotional items or customary gifts, provided that the value does not exceed THB 3,000. Where the value of such benefit or gift exceeds THB 3,000, the executive or employee shall notify their supervisor in writing or report to the designated responsible unit, which shall arrange for the benefit or gift to be collected and surrendered to the Company.
- 1.8.3 Where executives or employees attend events, training programs, or site visits as representatives of the Company, and receive benefits or gifts with a value exceeding THB 3,000, whether through lucky draws, raffles, or souvenirs, such benefits or gifts shall be handled in accordance with Clause 1.8.2.
- 1.8.4 The giving of benefits or gifts may be conducted in accordance with customary practice, in a transparent manner, in compliance with applicable laws, and consistent with the Company's related policies, provided that such giving does not influence business operations or decision-making, is not intended to obtain any improper advantage or consideration in return, and is not solicited or requested by the Company's personnel.
- 1.8.5 The giving of benefits or gifts shall be made in the name of the Company only and shall be reasonably in value, not exceeding THB 3,000. Where the value exceeds THB 3,000, prior approval shall be obtained from the relevant management level in accordance with the Company's approval authority.
- 1.8.6 The giving or receiving gifts may be permitted only where such actions are transparent, conducted openly, or are capable of being fully disclosed.

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1.9 Code of Conduct on Respect for Human Rights Principles

The Group respects human rights principles, the inherent dignity of every individual, personal rights, and the right to privacy, and considers the rights of all people in their interactions arising from the Company's business operations. The Group shall not engage in, promote, or support any acts that constitute human rights violations.

Good Practices

1.9.1 Human Rights Practices for Employees and Executives of the Group

The Group designates it as the duty and responsibility of all personnel, including directors, executives, employees at all levels, subcontracted workers, home-based workers, and external process workers, to acknowledge, understand, and comply with the Human Rights Policy. Such policy sets forth the standards and practices contained in the Code of Conduct and Business Ethics, which may be summarized as follows:

1.9.1.1 All personnel should treat one another with respect for human rights principles, the inherent dignity of every individual, and the rights of each person, considering interactions arising from the Group's business operations or the performance of duties. Personnel shall respect one another, act with equality and fairness, and refrain from discrimination or differential treatment on any grounds, including but not limited to physical or mental condition, gender, age, skin color, place of origin, race, nationality, sexual orientation, language, religion or belief, disability, social status, marital status, education, or any other status, including political opinions or other opinions. Executives shall ensure that personnel under their supervision comply with this policy and these guidelines.

1.9.1.2 All personnel should treat customers and people involved in the Group's business operations, and other stakeholders with respect for individual rights, and shall not violate personal data or privacy. Such interactions shall be conducted with fairness, equality, and non-discrimination, without distinction on any grounds, including but not limited to those listed above. Executives shall oversee and ensure that personnel under their supervision adhere to this policy and related guidelines.

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1.9.1.3 The Group shall not engage in, promote, or support any acts that constitute human rights violations, including any conduct reflecting inhumane treatment. The Group strictly opposes harassment, whether sexual or in any other form, and shall monitor and implement preventive measures to protect personnel from harassment, sexual harassment, or violence in the workplace. The Company shall not tolerate such misconduct and shall impose disciplinary action in accordance with the Company's work rules and/or applicable laws against offenders.

1.9.1.4 The Group is committed to the use of lawful labor, and to respecting and protecting employees' and workers' rights, including rights relating to wages, remuneration, overtime pay, working hours, and the provision of benefits and welfare to which employees are entitled, such as leave entitlements, holidays, medical benefits, and social security. Termination of employment and severance payments shall be carried out in accordance with labor laws or other applicable laws. The Group promotes equal employment opportunities and does not support direct or indirect discrimination on any grounds, including those listed above, as well as lawful political expression or other lawful opinions.

1.9.1.5 The Group supports occupational health, safety, and security for employees, with the objective of promoting good hygiene practices and a safe working environment, including hazard control measures and actions to prevent work-related accidents and occupational diseases.

1.9.1.6 The Group shall establish appropriate and fair procedures, methods, and processes for the submission and resolution of grievances. Where disciplinary violations occur and investigation is required, the Group shall conduct disciplinary inquiries on a case-by-case basis, through a duly appointed committee, to ensure fairness and due process in all disciplinary proceedings.

1.9.1.7 The Group respects and provides opportunities for employees to exercise freedom of association and collective bargaining and supports the peaceful formation and participation in employee associations, including the right to stand for election or vote for employee representatives on workplace welfare committees, in accordance

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with the rules and procedures prescribed by the Department of Labor Protection and Welfare.

1.9.2 Human Rights Practices for Business Partners (Suppliers and Service Providers)

1.9.2.1 The Group expects its business partners to respect and comply with internationally recognized human rights principles, and to conduct business in accordance with the ethical principles and standards applicable to business partners, as set forth in the Company's Code of Conduct and Business Ethics.

1.9.2.2 The Group requires its suppliers and service providers to demonstrate a clear commitment to ensuring that their operations are free from child labor, forced labor, and human trafficking. The Group further expects suppliers and service providers to provide a safe and healthy workplace for their employees and workers, and to respect and uphold internationally recognized human rights principles in a responsible manner.

1.9.2.3 The Group expects all personnel (including directors, executives, and employees at all levels), related businesses (subsidiaries), customers, and business partners (suppliers and service providers) to respect and actively support the implementation of this Human Rights Policy in a strong and committed manner. This collective commitment is intended to prevent and eliminate human rights violations, both within and beyond the organization, and across all stakeholder groups, in a sustainable and enduring manner.

1.9.3 Labor Practices

1.9.3.1 Prohibition of Forced Labor

1.9.3.2 Child Labor and Young Worker Employment

1.9.3.3 Employment of Elderly Workers

1.9.3.4 Protection of Pregnant Female Workers

1.9.3.5 Employment of Persons with Disabilities

1.9.3.6 Migrant Workers

1.9.3.7 Prohibition of Sexual Harassment

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1.9.3.8 Prohibition of Violence

1.9.3.9 Fair Treatment of Employees

1.9.3.10 Promotion of a Healthy Working Environment and Access to Safe and Sanitary Water

1.9.3.11 Freedom of Association and Peaceful Collective Action

1.10 Code of Conduct on Business Operations in Compliance with Environmental Standards

The Group recognizes the importance of effective environmental management in order to achieve environmental sustainability alongside business development. The Group places primary emphasis on pollution prevention and environmental protection, with the objectives of minimizing environmental impacts and reducing production costs in its business operations.

Good Practices

1.10.1 Conduct business with due regard for environmental conservation and safety management standards, and in compliance with applicable environmental laws and regulations. The Group shall support the procurement of products and services that take into consideration safety, environmental protection, and energy efficiency.

1.10.2 Promote activities relating to the conservation of natural resources and the environment by fostering awareness of efficient resource utilization, such as water, electricity, and paper, and by providing employees with accurate knowledge and understanding of environmental conservation. The Group shall also exchange knowledge and experience with other organizations for the purpose of continuous improvement of its operational practices and environmental management within the organization.

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1.11 Code of Conduct on Treatment of Stakeholders

1.11.1 Treatment of Shareholders and Investors

1.11.2 Treatment of Customers

1.11.3 Treatment of Business Partners and Creditors

1.11.4 Treatment of Business Competitors

1.11.5 Treatment of Creditors

1.11.6 Treatment of Employees

1.11.7 Treatment of Society, Communities, and the Environment

1.11.1 Treatment of Shareholders and Investors

The Group is committed to accountability and to delivering the highest level of satisfaction to shareholders and investors, with due regard to the Company's sustainable growth. The Group conducts its operations with transparency and maintains a reliable accounting system, provides appropriate and consistent returns, and places importance on the protection of shareholders' rights and the fair and equitable disclosure of information to shareholders and investors.

Good Practices

1.11.1.1 Sustainable Growth of the Company

1.11.1.1.1 Perform duties to the best of one's ability, with honesty, integrity, and fairness toward all shareholders, in order to achieve the overall best interests of the Company.

1.11.1.1.2 Ensure that all decisions are made with due care, prudence, and thorough consideration.

1.11.1.1.3 Refrain from any actions that may give rise to conflicts of interest with the Company.

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1.11.1.1.4 Establish standardized operational structures and effective internal control systems, exercising knowledge and expertise with due care, based on sufficient information and verifiable evidence, and in full compliance with applicable laws and regulations.

1.11.1.1.5 Formulate a risk management plan and conduct regular reviews thereof.

1.11.1.2 Shareholder Rights and Disclosure of Information

1.11.1.2.1 Ensure that shareholders are entitled to receive share certificates, transfer shares, and receive adequate, timely, and appropriate information necessary for informed decision-making.

1.11.1.2.2 Ensure that shareholders have the right to attend and vote at shareholders' meetings on matters involving significant changes to the Company's policies, the election and removal of directors, the appointment and remuneration of the Company's external auditors, and the allocation of profits, on an equal per-share basis.

1.11.1.2.3 Directors, executives, and employees shall strictly comply with the rules and regulations of the Stock Exchange of Thailand, the Securities and Exchange Commission, the Capital Market Supervisory Board, and all applicable laws, including requirements relating to the fair and equitable disclosure of information to shareholders and/or the public.

1.11.1.2.4 Prepare and maintain minutes of shareholders' meetings and disclose the resolutions of such meetings to shareholders and relevant government authorities, in accordance with applicable disclosure laws and regulations.

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1.11.1.2.5 Refrain from disclosing non-public information, and from trading in the securities of the Company or any related company while in possession of material non-public information. The use of inside information for personal securities trading shall constitute a violation of the Company's Code of Conduct.

1.11.1.2.6 Any disclosure of information that may affect the Company's business operations or share price shall be subject to approval by the Board of Directors, the Executive Committee, or a duly authorized person. All personnel shall comply fully and accurately with applicable laws and the Company's internal regulations.

1.11.1.2.7 The Investor Relations function shall be responsible for providing information to the public and investors, while the information-owning units shall be responsible for supporting and supplying accurate information.

1.11.2 Treatment of Customers

The Group is committed to building customer satisfaction and confidence through care, accountability, and responsibility, by delivering high-quality products and services at fair and reasonable prices, in accordance with established standards. The Group shall strictly comply with contractual terms and conditions agreed with customers and shall continuously improve and enhance the quality standards of its products and services. The Group is further committed to maintaining strong and sustainable relationships with customers through consistent and sincere engagement. The Group shall not improperly use customers' information for the benefit of the Company or any related parties, except where required by law, applicable regulations, or with the consent of the information owner.

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Good Practices

- 1.11.2.1 Commit to building customer satisfaction and confidence by delivering high-quality products and services at fair and reasonable prices, and by continuously and earnestly enhancing operational and service standards.
- 1.11.2.2 Disclose complete, timely, accurate, and non-misleading information regarding products and services, and maintain strong, sustainable relationships with customers.
- 1.11.2.3 Establish appropriate systems and channels for customer complaints relating to products and services and respond promptly and effectively to ensure timely resolution.
- 1.11.2.4 Strictly comply with contractual terms and conditions agreed with customers. Where compliance is not possible, promptly notify customers in advance and work collaboratively to determine appropriate solutions.
- 1.11.2.5 Strictly and consistently maintain the confidentiality of customer information, and refrain from using such information for personal benefit or the benefit of related parties.
- 1.11.2.6 Do not disclose any customer information obtained during business operations that is customarily regarded as confidential, except where disclosure is required by duty or by law.
- 1.11.2.7 Treat all customers fairly and without discrimination, recognizing that directors, executives, and employees have a duty of responsibility toward all stakeholder groups and must conduct themselves in accordance with ethical standards of professional conduct.

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1.11.3 Treatment of Business Partners

The Group places significant importance on procurement and sourcing processes, which are critical to achieving product quality and fair and reasonable pricing. Accordingly, the Group has established transparent, verifiable, and accountable supplier selection processes designed to achieve the greatest overall benefit, by providing business partners with equal access to information and conducting fair and objective evaluations in accordance with the Company's supplier assessment and selection criteria. In addition, the Group recognizes the importance of business partners and creditors as key contributors to the Company's business operations. The Group therefore ensures fair, equitable, and respectful treatment of business partners and creditors throughout the entire relationship lifecycle, from supplier selection to post-transaction engagement, conducted with integrity, fairness, and mutual respect.

Good Practices

1.11.3.1 Employees responsible for the procurement of raw materials, goods, and services shall consider business needs, value for money, fair and reasonable pricing, and quality. Procurement processes shall be conducted in a transparent manner, with equal, accurate, and unbiased information provided to all business partners, without discrimination. The Company shall promote fair competition, and procurement decisions shall be based on sound technical and professional principles, with appropriate inspection and acceptance procedures for goods and services in accordance with established standards.

1.11.3.2 Establish appropriate and fair contract templates for all contracting parties and implement monitoring mechanisms to ensure full compliance with contractual terms. The Company shall prevent corruption and misconduct at all stages of the procurement process, purchase goods and/or obtain services in accordance with agreed commercial terms, and strictly comply with contractual obligations toward business partners.

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1.11.3.3 All negotiations shall be conducted in a transparent manner and be subject to review or audit by management or relevant oversight units. Employees responsible for procurement shall not request or accept any benefits, whether directly or indirectly, arising from procurement activities; shall maintain neutrality and avoid overly close relationships with business partners; and shall not participate in procurement involving parties with whom they have a personal relationship. Such employees shall comply strictly with the Code of Conduct on Conflicts of Interest.

1.11.3.4 Honor and strictly comply with agreed commercial terms and conditions, including timely payment to business partners, adherence to contractual obligations, proper management of collateral or guarantees, and advance notification to creditors where contractual obligations cannot be fulfilled, in order to jointly identify appropriate remedial measures.

1.11.4 Treatment of Creditors

The Group shall strictly comply with all terms, conditions, and contractual obligations agreed with its creditors, including the repayment of principal and interest, and in particular commercial terms and related security or collateral arrangements. In the event of any potential or actual fault, the Company shall provide advance notice to creditors. The Company shall fulfill its borrowing obligations and duties toward all types of creditors, including trade creditors, financial institution creditors, and debenture holders, and shall exercise due responsibility in respect of collateral and guarantees. Where the Company is unable to comply with contractual obligations, it shall engage with creditors in good faith to jointly identify appropriate remedial measures and prevent potential damage.

Good Practices

1.11.4.1 Treat creditors fairly and equitably, based on mutual fairness and reasonable returns for both parties.

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1.11.4.2 Strictly comply with contractual terms and conditions agreed with creditors. Where the Company is unable to comply with any such term or condition, it shall promptly notify creditors in advance to jointly determine appropriate remedial measures.

1.11.4.3 Place importance on capital management, cash flow management, and debt repayment, and maintain a financial structure appropriate to the Company's business operations, to preserve creditors' confidence.

1.11.4.4 Do not support or engage in the giving or receiving of any improper benefits in business dealings with creditors, and refrain from participating in any creditor-related activities that are fraudulent, unethical, or contrary to the Company's interests, which may cause damage to the Company, other than legitimate and fair benefits arising from bona fide commercial agreements.

1.11.5 Treatment of Business Competitors

The Group conducts its business within the framework of fair and ethical competition and supports and promotes policies of free and fair competition. The Group treats business competitors in accordance with international principles and within the legal framework governing trade competition, placing importance on conducting business with competitors, manufacturers, business partners, suppliers, other business operators, and customers under a system of free and fair market competition. The Group further emphasizes fair trade practices that create value and benefits for consumers and society.

Good Practices

1.11.5.1 Conduct business with fairness and integrity, in strict compliance with the Company's ethical standards, and refrain from any acts that constitute unfair or unethical conduct.

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1.11.5.2 Operate within the framework of fair competition and strictly comply with the Trade Competition Act and relevant notifications of the Trade Competition Commission.

1.11.5.3 Do not seek or obtain competitors' information or trade secrets through dishonest, improper, or unethical means for the benefit of the Company's business operations.

1.11.5.4 Refrain from making false, misleading, or malicious statements intended to damage the reputation of business competitors, whether by using untrue information or inappropriate methods.

1.11.6 Treatment of Executives and Employees

The Group recognizes that personnel are a critical factor in the Company's success and therefore adopts fair employment policies and practices applicable to all levels of personnel. The Group is committed to developing and strengthening organizational culture and fostering a positive working environment, promoting teamwork and building confidence among executives and employees, free from discrimination, unequal treatment, or factionalism. The Group treats all personnel with courtesy and respect for human dignity, provides appropriate remuneration commensurate with performance, ensures fair appointment, transfer, and promotion practices, and offers adequate welfare and benefits. The Group also place importance on maintaining a safe and secure working environment, always protecting the life and property of employees.

Good Practices

1.11.6.1 The Company shall treat all executives and employees equally and without discrimination, without distinction, based on place of origin, race, gender, age, religion, or educational background.

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- 1.11.6.2 The Board of Directors and management shall support and encourage all personnel to fully demonstrate their capabilities by providing appropriate remuneration and work incentives, including salary, bonuses, and welfare benefits in accordance with the Company's regulations. The Company shall also provide equal and continuous opportunities for learning and professional development, such as training programs, seminars, and workshops, and shall endeavor to retain high-potential and high-performing employees to support the long-term development of the organization.
- 1.11.6.3 The Company shall support and maintain a safe working environment that always protects the life and property of personnel, and shall implement occupational safety, health, and working environment policies in an adequate and appropriate manner, to prevent fatal accidents, injuries, and work-related illnesses.
- 1.11.6.4 Appointments, transfers, rewards, and disciplinary actions shall be carried out fairly, honestly, and objectively, based on knowledge, competence, suitability, and conduct of the executives and employees concerned.
- 1.11.6.5 The Company should provide equal and fair opportunities for executives and employees at all levels to express opinions and provide suggestions.
- 1.11.6.6 The Company shall establish anti-corruption guidelines and instill in all employees a commitment to comply strictly with applicable laws and internal regulations, including the prohibition on the use of inside information. The Company shall also provide channels for employees to report suspected misconduct or legal violations, together with protective measures for reporting persons, in accordance with the Company's whistleblowing and protection policies.

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1.11.7 Treatment of Society, Communities, and the Environment

The Group places significant importance on society, communities, and the environment, recognizing that it is an integral part of the society and communities in which it operates. Accordingly, the Group is mindful of and concerned with the safety, well-being, and quality of life of society, communities, and individuals who may be affected by the Group's operations. The Group promotes environmental and social awareness and responsibility among all personnel, ensures strict compliance with applicable laws and regulations, and actively participates in initiatives and activities aimed at preserving and enhancing society, communities, and the environment.

Good Practices

- 1.11.7.1 Establish business operation policies that prioritize environmental considerations and strictly comply with applicable environmental laws and regulations.
- 1.11.7.2 Commit to ongoing and serious corporate social responsibility in areas of quality, safety, occupational health, and environmental protection, as well as to the improvement of community quality of life, in accordance with the principles of sustainable development.
- 1.11.7.3 Establish and implement clear policies on social, environmental, and stakeholder responsibility for the sustainability of the business and society, including policies on greenhouse gas emissions and management of stakeholder impacts throughout the business value chain, and ensure such policies are effectively implemented within the organization.
- 1.11.7.4 Foster a strong and continuous sense of social and environmental responsibility among executives and employees at all levels.
- 1.11.7.5 Cooperate, as appropriate, in community activities in areas surrounding the Company's operational locations.

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- 1.11.7.6 Implement measures to prevent accidents, control operations, and manage waste emissions in compliance with prescribed standards.
- 1.11.7.7 Respond promptly and effectively to incidents affecting the environment, communities, or property arising from the Company's operations, and provide full cooperation with government authorities, relevant agencies, and local communities.
- 1.11.7.8 Endeavor to reduce environmental impacts through monitoring and controlling emissions and discharges, including the management of hazardous and non-hazardous waste, in order to preserve the natural environment.
- 1.11.7.9 Use resources and energy efficiently, and prevent water, air, waste, and other forms of pollution arising from the Group's activities, so as to minimize adverse impacts on the environment and communities.

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Part 2

Ethical Standards of Conduct for Directors, Executives, and Employees

Unique Plastic Industry Public Company Limited and its subsidiaries (the “Group”) have established ethical principles for business operations which all directors, executives, and employees of the Group are required to acknowledge, uphold, and strictly comply with, in conjunction with applicable laws, standards, and the Company’s rules and regulations. The Group aims to ensure that its management and operational practices are conducted with integrity, honesty, transparency, clarity, and efficiency, while upholding honor and human dignity, promoting morality and ethical conduct, and maintaining a standard worthy of the confidence and trust of shareholders, executives, employees, customers, business partners, creditors, communities, government authorities, and all other stakeholders. The Group is also committed to listening to opinions and concerns, fostering understanding among stakeholders, encouraging constructive cooperation on matters of stakeholder interest, and contributing to the development of society and the environment, to ensure the sustainable conduct of business. For this purpose, stakeholders have been classified into distinct groups, and ethical standards for directors, executives, and employees have been established to guide conduct toward each stakeholder group, as follows:

2.1 Ethical Standards for Directors

Directors of the Company shall conduct themselves in accordance with the Group’s principles of business ethics. Directors should always be mindful that the performance of their duties entails not only obligations and responsibilities toward the Group and its shareholders, but also responsibilities toward business partners and other stakeholders. Accordingly, directors consider the collective interests of all such parties as the guiding principle in the discharge of their duties, and shall exercise their roles with due care, accountability, and ethical responsibility, as follows:

2.1.1 Integrity, Fairness, Ethics, Due Care, and Prudence

- (1) In conducting the Company’s business, directors shall act with honesty, integrity, ethical standards, due care, and prudence.

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- (2) Directors shall perform their duties in compliance with the laws, rules, objectives, and Articles of Association of the Company, as well as resolutions of the Board of Directors and resolutions of shareholders' meetings.
- (3) Directors shall perform their duties independently, transparently, and in good faith in the conduct of the Company's business, free from undue influence by management or interested parties, and shall not allow any personal interests to affect business decisions.
- (4) Directors shall perform their duties by exercising their full knowledge, competence, and capabilities, and shall not hold positions in other entities engaged in the same or competing businesses. Where a director holds a directorship or executive position in another company, such appointments shall be disclosed to the Board of Directors and shall not be objected to by the Board within six (6) months from the date of assuming such position. In addition, such director should have the duty to inform the shareholders' meeting prior to any resolution appointing him or her as the director of the Company.
- (5) Directors shall safeguard the interests of shareholders and treat all stakeholders fairly and equitably.
- (6) All actions of directors shall be carried out with honesty, integrity, and ethical conduct, and decisions shall be made by giving priority to the best interests of the organization.

2.1.2 Confidentiality

- (1) Directors shall not disclose any inside information of the Company, or any confidential information relating to customers, employees, or the Company's operations, whether intentionally or unintentionally, to any external party, unless such disclosure has been authorized by the Company and is made in the proper performance of the director's duties.
- (2) Directors shall not use any information obtained in their capacity as directors for personal benefit or for the benefit of others, except where such use is solely for the benefit of the Company.

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2.1.3 Disclosure of Interests

Directors shall fully and timely disclose any interests arising from personal business or other business activities, as well as any matters that constitute or may give rise to a conflict of interest.

2.1.4 Compliance with Laws and Regulations

Directors shall strictly comply with all applicable laws, rules, and regulatory requirements relating to the conduct of the Company's business.

2.1.5 Acceptance of Money, Gifts, and Other Benefits

Directors shall not use their position or authority as directors to seek or obtain personal benefits, whether in the form of money, gifts, or other benefits, from people or entities conducting business with the Company, or from those seeking to engage in business with the Group.

2.2 Ethical Standards for Executives

The Company has established the following ethical standards and guidelines of conduct for executives

2.2.1 Treatment of Shareholders

Executives shall perform their duties with honesty, integrity, prudence, due care, attentiveness, and a broad strategic vision. Executives shall not seek personal benefits for themselves or others through fraudulent or improper conduct, shall not use or disclose non-public information of the Company, shall not disclose confidential Company information to external parties, and shall refrain from any actions that may give rise to conflicts of interest.

2.2.2 Treatment of Employees

Executives should treat employees fairly and equitably, manage without bias or prejudice, and support the development of employees' capabilities, career advancement, and work efficiency. Executives should promote employees' understanding and adherence to ethical standards, provide appropriate welfare and benefits, act with good faith, and listen to opinions and suggestions with reason and fairness.

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2.2.3 Treatment of Business Partners

Executives shall treat business partners fairly, shall not request or accept any improper benefits from business partners, and where any agreed condition cannot be fulfilled, shall promptly notify the business partner in advance to jointly determine appropriate remedial measures.

2.2.4 Treatment of Customers

Executives shall strictly comply with the business ethics standards governing the treatment of customers as prescribed by the Company.

2.2.5 Treatment of Customers

Executives shall strictly comply with the business ethics standards governing the treatment of creditors as prescribed by the Company.

2.2.6 Treatment of Business Competitors

Executives shall treat business competitors in accordance with the principles of fair competition and shall not seek or obtain competitors' confidential information through dishonest or improper means.

2.2.7 Treatment of Society and the Environment

Executives shall comply with and ensure compliance with all applicable laws and regulations, act with social responsibility, and cooperate, support, and participate in activities that are beneficial to communities, society, and the environment.

2.3 Ethical Standards of Conduct for Employees

The Company has established the following guidelines of conduct to promote effective, efficient, and ethical performance among employees:

2.3.1 Perform duties with honesty and integrity, with diligence, perseverance, and continuous improvement of work efficiency, for the benefit of both the employee and the Company.

2.3.2 Comply strictly with the Company's work rules and regulations, as well as occupational safety and health regulations.

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- 2.3.3 Respect and comply with lawful instructions issued by supervisors in accordance with Company policies and regulations; maintain harmony and cooperation with colleagues; provide mutual support; and avoid conflicts that may cause damage to oneself, others, or the Company.
- 2.3.4 Respect the rights and dignity of others, and refrain from disclosing or criticizing information relating to others' work or personal matters in a manner that may cause harm to individuals or the Company.
- 2.3.5 Avoid accepting any gifts or benefits that may compromise fairness or impartiality in the performance of duties. Where avoidance is not possible, employees shall immediately report such matters to their supervisors.
- 2.3.6 Employees shall not misuse their position or employment-related benefits to seek improper personal gain for themselves or others and shall not engage in any business that competes with the Company.
- 2.3.7 Treat customers and business partners with honesty, integrity, and fairness.
- 2.3.8 Strictly maintain the confidentiality of customers, business partners, and the Company. Employees shall not disclose or use confidential information, including operational methods and business information, nor copy confidential Company documents for any purpose, including after termination of employment.
- 2.3.9 Avoid financial obligations or relationships with customers, customer representatives, or contractual counterparties of the Company, including lending or borrowing money, fundraising activities, rotating savings schemes, gambling, lottery, or overdrafts.
- 2.3.10 Upon termination of employment for any reason, employees shall immediately return all equipment and assets provided by the Company during employment. Such equipment and assets shall be returned in good condition consistent with normal use.
- 2.3.11 Promptly report to supervisors any matter that may affect the Company's operations or reputation.
- 2.3.12 Safeguard the Company's rights, benefits, and assets, ensure proper use to maximize benefit, and avoid waste, loss, damage, or premature deterioration.

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Part 3

Related Policies

3.1 Conflict of Interest and Disclosure of Interests Policy for Directors, Executives, and Related Persons

The Group has established a Policy on the Prevention of Conflicts of Interest and the Disclosure of Interests for directors, executives, and related people, based on the principle that all business decisions and activities must be undertaken solely in the best interests of the Company and its shareholders. Accordingly, Company personnel, including directors, executives, and employees, shall not use opportunities arising from their positions or duties to seek personal gain or benefits for themselves or others, whether financial or otherwise, and shall avoid any actions that may give rise to conflicts of interest. If any director, executive, or employee enters a transaction in a personal capacity or on behalf of a juristic person in which he or she has an interest in the Company, such person shall be required to disclose the transaction in accordance with the Company's prescribed rules and procedures. All directors, executives, and employees have a duty to always safeguard the legitimate interests of the Company.

3.2 Policy on the Governance of Inside Information

The Group places significant importance on the governance and control of the use of inside information, in accordance with the principles of good corporate governance, and upholds integrity, honesty, and transparency in the conduct of its business. The Group is committed to ensuring that investors in the Company's securities receive reliable information in an equitable and timely manner. Accordingly, the Company has established a Policy on the Governance of Inside Information, which comprises the following components (1) Guidelines for the safekeeping and protection of inside information; (2) Guidelines for the use of inside information; and (3) Requirements for the reporting of securities holdings and changes in securities holdings, including derivative and futures contracts, in accordance with applicable laws and regulations.

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3.3 Anti-Corruption Policy

The Group is committed to conducting its business with a strong emphasis on the prevention and opposition of corruption, upholding integrity and ethical principles, managing operations with transparency, and exercising responsibility toward all stakeholders. The Group recognizes the importance of not abusing authority or position, and shall not violate applicable laws, ethical standards, regulations, or Company policies. The Group shall not perform or omit any act under circumstances that may cause others to believe that a person holds a position or authority which he or she does not, in fact, possess. Directors, executives, and employees shall not use their position, authority, or influence to seek improper benefits for themselves or for others, in any form, including but not limited to requesting, offering, giving, or accepting money, assets, or any other benefits from public officials or any persons or entities conducting business with the Company.

To ensure that the Group's operations are conducted in accordance with the principles and standards of anti-corruption, as defined by the Company's definition of corruption, the Group has therefore established an Anti-Corruption Policy to serve as a guiding framework for implementation, as follows

- 1) Directors, executives, and employees of the Company shall not demand, engage in, participate in, or accept corruption in any form, whether directly or indirectly, for the benefit of the Company, themselves, their families, friends, acquaintances, or for any business advantage. This requirement applies to all business operations in all countries and across all entities related to the Company. All business dealings with any organizations—whether government agencies, state enterprises, or private entities, both domestically and internationally must be conducted in a transparent, fair, and lawful manner, in compliance with the laws of Thailand and the laws of the countries in which the Company conducts business.
- 2) The Company shall regularly review and monitor compliance with this Anti-Corruption Policy, including reviewing and updating implementation guidelines and operational requirements to ensure alignment with changes in business operations, rules, regulations, and applicable laws. Any violation, including acts that support, assist, or cooperate in

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corruption, shall be subject to disciplinary action in accordance with the Company's regulations. In addition, where such conduct constitutes a violation of law, the offender may also be subject to legal penalties as prescribed by applicable laws.

3.4 Whistleblowing and Complaint Handling Policy on Misconduct and Fraud

The Group is committed to conducting its business with integrity under the principles of good corporate governance. The Company recognizes the importance of providing appropriate mechanisms for whistleblowing and for receiving complaints, as well as preventing misconduct and fraudulent acts that may arise from business operations or interactions with stakeholders. Accordingly, the Company has established the Whistleblowing and Complaint Handling Policy on Misconduct and Fraud (Whistleblower Policy) for the following purposes:

- 1) To encourage all stakeholders to promptly report any whistleblowing information upon becoming aware of misconduct or suspicious behavior that may constitute violations of applicable laws, rules, regulations, corruption, fraudulent acts, or breaches of the Code of Business Conduct.
- 2) To ensure that the Company's operations are conducted in a proper, transparent, and efficient manner, in accordance with the principles of good corporate governance, and to prevent and mitigate risks of potential damage or loss that may arise.
- 3) To emphasize the importance of the whistleblowing process for all stakeholder groups by providing appropriate protection to whistleblowers who person good faith, whereby the identity of the whistleblower and the information reported shall be kept strictly confidential and shall not be disclosed to any unauthorized persons

3.5 Risk Management Policy

The Group has established an enterprise-wide risk management policy to ensure that risk management is implemented systematically throughout the organization. A Risk Management

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Working Committee has been appointed to be responsible for formulating risk management policies, establishing risk management frameworks, and identifying and assessing risks. Such risks include those arising from external factors, as well as from management decisions and internal operational processes. The Group has also defined appropriate risk management and mitigation measures to ensure that risks are maintained at an acceptable level. In addition, the Company places importance on communication and provides training and practical workshops for employees to enhance awareness of the significance of risk management and to promote understanding of the Company's risk management process.

3.6 Policy on Safeguarding Company Assets and Non-Infringement of Intellectual Property

The Group recognizes the importance of conducting its business in compliance with applicable laws, regulations, and contractual obligations relating to intellectual property rights. The Company places significant emphasis on safeguarding its assets, both tangible and intangible, as such assets constitute key factors supporting business operations and enhancing the overall efficiency and effectiveness of the organization.

Accordingly, it is the responsibility of all personnel of the Group to use the Company's assets prudently, with due care, and in a cost-effective manner, to prevent damage, loss, or deterioration, and to ensure that such assets are utilized efficiently and to the maximum benefit of the Company. Personnel shall safeguard the Company's interests and shall not engage in any act, whether directly or indirectly, that may conflict with or be contrary to the interests of the Company. Furthermore, personnel shall respect the intellectual property rights of others and shall not infringe upon or use the works of others for personal benefit, unless duly authorized or appropriate compensation has been provided to the rightful owners. Personnel shall not disclose such intellectual property to any third party without proper authorization, nor shall they use or exploit confidential information for any unauthorized purpose under any circumstances.

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3.7 Policy on the Giving and Receiving of Gifts, Entertainment, or Other Benefits

กลุ่ม The Group recognizes that the giving and receiving of gifts, entertainment, or other benefits is an issue of significant concern across all sectors of society, as such practices may constitute an initial factor leading to opportunities for corruption and fraudulent conduct. Accordingly, the Company has established a written Policy on the Giving and Receiving of Gifts, Entertainment, or Other Benefits (No Gift Policy) with a clear intention to conduct business with integrity and ethical standards, in compliance with applicable laws, and with accountability in the performance of duties, while upholding the principles of honesty, fairness, and transparency at all times. The Company expects all personnel to strictly adhere to this policy by refraining from requesting or accepting gifts, presents, entertainment, hospitality, or any other inappropriate benefits from business partners or any related parties, in order to avoid any actions that may influence judgment or decision-making in the performance of duties, which could result in preferential treatment or give rise to conflicts of interest.

3.8 Human Rights and Labor Practices Policy

- 1) The Group promotes respect for the rights of all stakeholders who may be affected by the Group's business operations throughout the entire value chain and through its business relationships. Importance is placed on respecting the rights of individuals and groups considered to be vulnerable groups, including children, persons with disabilities, the elderly, women, pregnant women, migrant workers, third-party contracted workers, indigenous peoples, local communities, and persons of diverse sexual orientations and gender identities. The Group recognizes the specific needs arising from the vulnerability of such groups and is committed to contributing to the reduction of social inequality between advantaged and disadvantaged groups.
- 2) The Group and all personnel of the Group (including directors, executives, employees at all levels, subcontracted workers, home-based workers, and outsourced workers) shall treat one another, as well as other people and stakeholders, with respect for human rights, equality, and non-discrimination. Discrimination based on similarities or differences in

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gender, age, race, skin color, origin, ethnicity, nationality, sexual orientation, language, religion or belief, disability or physical condition, social status, marital status, education, or any other status, including political or other opinions, shall not be tolerated. The Company promotes equal treatment in all aspects of its business operations, including recruitment and employment across all forms of work, throughout the value chain, while respecting personal freedoms and ensuring the protection of personal data.

- 3) The Group supports the provision of knowledge and understanding of internationally recognized human rights principles to all personnel, to integrate such principles into daily operations. The Group does not support businesses and/or activities that violate internationally recognized human rights principles. All personnel are required to understand and comply with their duties and responsibilities as defined by their roles, the Company's employee code of conduct, applicable laws and regulations relevant to their duties, internationally recognized human rights principles, and applicable labor law requirements and limitations.
- 4) The Group supports the regular assessment of human rights risks and the development of appropriate mitigation plans, particularly with respect to child labor, forced labor, and human trafficking, arising from the Group's business operations throughout the entire supply chain. Where any violation is identified, prompt action shall be taken in accordance with the Company's measures and/or applicable laws immediately upon discovery.
- 5) The Group provides opportunities for its personnel and all stakeholders to report whistleblowing information, submit complaints, or provide suggestions regarding violations of laws or policies relating to human rights, or where they are affected by human rights violations. The Company has established reporting channels and procedures for review and corrective action upon receipt of complaints, together with effective measures to protect and maintain the confidentiality of complainants, as well as appropriate and fair remediation processes for people adversely impacted by human rights violations arising from the Group's business operations.

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3.9 Policy on Social, Environmental, and Stakeholder Responsibility for Sustainable Business and Society

The Group recognizes the importance of, and its responsibility toward, society and communities, and is fully committed to conducting its operations with due responsibility toward the environment, society, and the economy to achieve the objectives of sustainable development. The Group also seeks to foster constructive relationships and to duly consider the potential impacts of its business operations on society, the environment, and all stakeholder groups, including shareholders, employees, customers, business partners, competitors, and creditors. Accordingly, the Company has established this Policy on Social, Environmental, and Stakeholder Responsibility for Sustainable Business and Society to serve as a guiding framework for the conduct of business of the Company and its subsidiaries.

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Part 4

Disciplinary Measures and Penalties

4.1 Disciplinary Provisions

If executives or employees engage in misconduct giving rise to conflicts of interest or fail to comply with the Code of Ethics or other Company policies and regulations, disciplinary action shall be considered in accordance with the Company's organizational structure and applicable work rules and regulations. Each department responsible shall conduct a preliminary review and submit its findings to senior management and relevant functional units for further consideration and determination of wrongdoing, together with the appropriate disciplinary measures. However, where a conflict of interest is of a serious nature and results in significant damage, such that it is beyond the authority of the relevant department to determine, the matter shall be escalated to management for deliberation, conclusion, and determination of appropriate disciplinary action.

4.2 Determination of Penalties

Disciplinary action against executives and employees shall be carried out in accordance with the severity of the misconduct, as follows:

1. Verbal warning
2. Written warning
3. Temporary suspension from work
4. Termination of employment without severance pay, in accordance with applicable provisions of the Labor Protection Act B.E. 2541 (1998), as amended, to the extent permitted by law
5. Legal proceedings in accordance with applicable laws



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This Code of Business Conduct and Ethics was approved by the Board of Directors at Meeting No. 1/2025 held on 24 February 2025 and shall become effective as of 25 February 2025.

Announced on 25 February 2025

(Mr. Chawalit Tippawanich)

Chairman of the Board of Directors

Unique Plastic Industry Public Company Limited