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Supplier Code of Conduct



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## Supplier Code of Conduct

Jaymart Group Holdings Public Company Limited is committed to conducting its business with integrity, adhering to good corporate governance principles and responsible management that considers society, communities, and the environment, as well as all stakeholders, in line with the sustainable development of its business operations.


Therefore, the Company has established this Business Partner Code of Conduct to express its expectation that all business partners engaged in any type of transaction with the Company operate with transparency and under a business ethics framework that reflects responsibility in all dimensions. This commitment is not solely focused on business benefits but also demonstrates dedication to sustainable and stable operations throughout the entire supply chain.

### Definition

**Code of Conduct** refers the standards and good practices in managing business with integrity and responsibility toward stakeholders. It considers both positive and negative impacts that may arise from the company's operations and strictly respects social regulations and legal requirements.

### Scope of Application of the Supplier Code of Conduct

This Supplier Code of Conduct applies to all departments and functions that directly or indirectly work with Jaymart Group Holdings Public Company Limited. It covers subsidiaries, joint ventures, business representatives, and all groups of the Company's business partners. This Code serves as a guideline for strict and honest cooperation, grounded in good corporate governance and genuine ethical principles.

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## Supplier Code of Conduct

### 1. Environmental Dimension

The business operations of the Company's partners should not focus solely on the benefits they receive. Partners must conduct their business responsibly, with environmental responsibility being an unavoidable duty that must be respected. They should be aware of the impacts throughout the entire operational process, from start to finish, in order to avoid or prevent actions that may harm the environment and to ensure sustainable long-term business collaboration.

#### Good Practices Guidelines


- 1.1 The Company expects its business partners to conduct their operations with awareness of potential environmental impacts, both in the short and long term.
- 1.2 Partners should consistently implement measures, guidelines, and operational procedures that comply with environmental laws and demonstrate responsibility.
- 1.3 Beyond efforts to avoid or prevent environmental harm, partners are encouraged to support or promote activities that conserve and restore the environment whenever possible.
- 1.4 Partners are committed to fostering environmental awareness as an integral part of their organizational culture.

### 2. Social Dimension

Business operations in managing relationships and treating all stakeholder groups with fairness and equality, while being attentive to their entitled rights and expectations, must always be a priority for business partners. Regardless of whether the stakeholders are primary or secondary groups, they all play an essential and unavoidable role in sustainable business operations.

#### Good Practices Guidelines

- 2.1. Company encourages and expects its business partners to strictly respect and uphold human rights in all operations.
- 2.2. Business partners should give importance to labor practices in full compliance with applicable laws in the following areas:
  - 2.2.1 Employment practices, including prohibition of forced labor and child labor
  - 2.2.2 Working hours, weekly rest days, and public holidays

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2.2.3 Living wages, welfare benefits, and social security

2.2.4 Equal treatment and non-discrimination

2.2.5 Prevention of sexual harassment

2.2.6 Development of skills and operational knowledge

2.2.7 Opportunities for career growth and advancement

2.2.8 Workplace well-being and happiness

2.2.9 Occupational health, safety, and a healthy working environment

2.3. Business partners should give importance to and show respect for shareholders by disclosing material information to them in an equal, transparent, and fair manner.

2.4. Business partners should establish guidelines, measures, or operational standards that respect the ethical rights of customers by delivering quality products or services.

2.5. Business partners should establish effective guidelines, measures, or standards for safeguarding customers' personal data.

2.6. Business partners should prioritize customer satisfaction and establish approaches to continuously improve it.

2.7. Refrain from any actions that may directly or indirectly affect the well-being of communities located near the company.

### 3. Governance Dimension

Business partners should prioritize conducting business with transparency, fairness, and integrity, while respecting regulations and complying with all applicable laws in relation to competitors, customers, government and private sector entities, employees at all levels, and all stakeholder groups.

#### Good Practices Guidelines


3.1 Business partners should have effective guidelines or measures for maintaining confidentiality and preventing the misuse of insider information for personal gain (Confidentiality of Information & Insider Trading/Dealing).

3.2 Business partners should conduct business with transparency and avoid any transactions that may constitute fraud or corruption.

3.3 Companies should establish policies or operational guidelines for executives, employees, and relevant persons to prevent and combat corruption (Anti-Corruption).

3.4 Business partners should respect antitrust laws and avoid engaging in anticompetitive practices.

3.5 Business partners should refrain from any actions that constitute intellectual property infringement.


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- 3.6 Disclosure of business information should be accurate, transparent, and truthful.
- 3.7 Business partners should always treat all stakeholders—both direct and indirect—with fairness and equality.
- 3.8 Business partners should conduct business with social responsibility, avoid activities that violate societal norms, and fully cooperate in social initiatives related to the company.
- 3.9 If there are complaints from the local community or society, business partners should listen, promptly address the issue, and implement preventive measures to avoid recurrence.
- 3.10 Business partners should prioritize social, community, and environmental impact in all business activities.
- 3.11 All transactions with government agencies or external entities must comply with proper procedures and should not involve any abuse of power or actions that could be considered corrupt.

#### Whistleblowing and Complaint Reporting Channels

If any business partner, business representative, or stakeholder of the Company encounters or suspects any misconduct or action that may violate the Company's regulations or policies, they may report such concerns or file complaints through the designated channels as follows:


1. E-mail : [ir@jaymart.co.th](mailto:ir@jaymart.co.th)
2. Website : <https://www.jaymart.co.th/th/investor-relations/whistleblowing-and-complaint-form>
3. Postal Mail : Addressed to “Audit Committee” No. 187,189 Jay Mart Building,  
Ramkhamhaeng Road, Rat Phatthana Sub-district, Saphan Sung District,  
Bangkok 10240, Thailand
4. Suggestion Box : Jay Mart Building A, at the Reception Counter

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#### The Schedule for the Review and Revision of the Supplier Code of Conduct

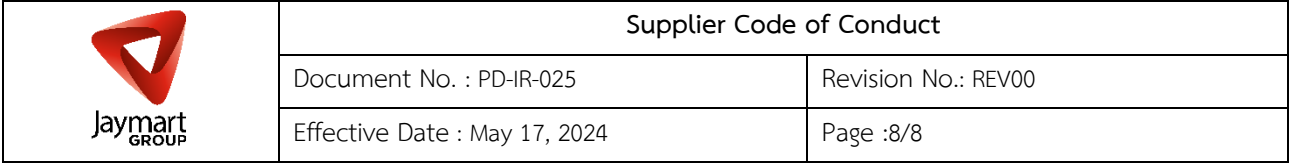
The responsible department shall be assigned to regularly update the details of each process in this Supplier Code of Conduct to ensure they are current and reflect the situation on an annual basis, for submission and approval by the Company's Board of Directors.

The policy shall be effective from May 17, 2024 onwards.



The approver of the Supplier Code of Conduct

Mr. Pisnu Pong-Acha  
Chairman of the Board of Directors



## Records of Revision

[illegible]