
Translation

Supplier Code of Conduct

Teka Construction Public Company Limited (the “Company”) is committed to conducting business with transparency in accordance with the law and ethics. We still attach importance to maintaining quality, human rights, occupational health, safety and the environment. The company has therefore created this code of business ethics for business partners. To set directions and guidelines for the company's personnel and business partners to use in working together throughout the supply chain.

Section 1: Corporate Governance

- **Compliance with laws and ethics:** Partners must comply with relevant laws and regulations, be honest, honest, and ethical and not assist or support actions that avoid or violate compliance with any laws.
- **Fair competition and prevention of conflicts of interest:** Partners must not seek competitors' confidential information. If the business partner has any relationship with the company's directors, executives, or employees Business partners must notify the company before every procurement so that people who may have conflicts of interest are not involved in the procurement decision.
- **Anti-fraud and corruption:** Partners must not give or receive bribes to public and private officials or stakeholders related to the company. To gain or maintain business or competitive advantage or for the benefit of oneself and those involved, whether in the form of a gift or any other benefit. Including not performing or refraining from performing duties in one's position or using authority in one's position illegally to seek undue benefits. in various forms such as calling, receiving, offering, or giving property
- **Intellectual property:** Partners must not distribute, reproduce, or do anything that infringes on rights. In the intellectual property of others or intellectual property obtained from doing business together with the company.
- **Quality management:** Partners must manage the quality of products or services as agreed upon, including delivering products or services correctly and completely within the specified time period. There is an orderly data storage system. If any errors are found, they can be checked and corrected immediately.

- **Confidentiality:** Partners must maintain the confidentiality of information received from the company. Do not disclose it to unrelated persons or outsiders. Do not use confidential information to seek illegal benefits for yourself or others.

Section 2: Social responsibility

- **Respect for human rights:** Partners must treat employees fairly. Do not discriminate based on differences in race, gender, gender, education, skin color, or disability. Avoid expressing opinions that may cause conflict or cause division.
- **Treating labor fairly:** Partners must treat labor according to the law, such as not using child labor. There is registration of foreign workers as required by law. Compensation is paid not less than the rate specified by law. Provide holidays and benefits as required by law.
- **Safety, occupational health, and working environment:** Suppliers must comply with laws related to safety, occupational health, and provide a good working environment, such as Provide appropriate and sufficient resources for safety operations. There is a rehearsal for emergency situations. Various equipment is inspected as required by law.

Section 3: Environmental responsibility

- **Compliance with laws related to the environment:** Suppliers must strictly comply with laws and standards related to the environment.
- **Environmental management:** Partners must consider environmental impacts by jointly caring for the environment and taking measures to prevent and reduce environmental impacts to meet standards. Support the cost-effective and efficient use of various resources.

Approved by the resolution of the Company's Board of Directors Meeting No. 4/2023 on 10 November 2023, to be effective from 10 November 2023 onwards.

(Mr. Vithool Jearkjirm)

The Chairman of the Board of Directors
TEKA Construction Public Company Limited