

BCPG

Supplier

Code of Conduct

BCPG Public Company Limited (“BCPG”) is becoming an organization that operates its business in accordance with the principles of good corporate governance, adhering to the concepts and guidelines for environmental preservation (Environmental: E), social contribution (Social: S), together with business ethics (Governance: G) in a business operation that is both transparent and accountable, this is reflected in the management system that meets international standards. BCPG Group, therefore, has developed and applied sustainability guidelines so as to incorporate social and environmental responsibility in its management, and emphasizes the creation of values and optimum benefit, by considering the stakeholders from all concerned parties, both from within and outside the organization. In addition, BCPG encourages its supplies to establish sustainable procurement policies and guidelines, and these are divided as follows:

1. Business ethics;
2. Treatment of labour and human rights;
3. Safety and occupational health;
4. Environment; and
5. Engagement in social development



BCPG is committed to conduct its operation with the principles of good corporate governance, in order to be a role model for its suppliers in operating their own business with responsibility to their stakeholders under this “Supplier Code of Conduct for Sustainable Business Development”, and this leads to the supplier sustainability.



1.1 Governance

BCPG suppliers have to comply with the rules and regulations relating to business conduct with integrity, transparency, accountability and auditability to maintain their good image continuously.

1.2 Fair operating practice

Our suppliers are committed to business operating under fair competition rules taking into account duties, responsibilities and fairness to all stakeholders.



1.3 Information disclosure and confidentiality

Our suppliers shall regularly disclose their information accurately, completely, clearly and up to date as per the rules without disseminating confidential information or without prior BCPG consent including not using the information for personal benefit.

1.4 Intellectual property

Our suppliers shall respect and not violate others' intellectual property including setting measures to prevent such violation.



1.5 Conflict of interest

BCPG upholds business ethics and realizes that without integrity and ethics unable to maintain sustainability in business. As a result, our suppliers are expected to follow the same principle and no action causes a conflict of interest between our suppliers and personnel.

1.6 Anti-corruption

Our suppliers shall not encourage any kind of misconduct and corruption by promoting internal control and internal audit. In addition, our suppliers have to cooperate with BCPG in preventing and suppressing corruption as well as participating in the declaration of Thai private sector collective action against corruption.

2

2.1 Labor law compliance

Our suppliers have to comply with labor laws and human rights principles accurately and completely.

2.2 Equitable treatment

All employees have to be treated equally and fairly without discrimination on the basis of race, religion, gender, age, education, belief, or any disability.

2

2.3 Labor protection

Our suppliers, as employers, have to protect their employees with their responsibilities as stated in related laws. The supplier's employees must be at least 15 years old. In case of the workforce between 15 and 18 years old, their workers have to be protected, wages, including other benefits and rights in accordance with labor laws.

2.4 Labor force

Our suppliers shall take into account the human dignity of labors without their labors force in any form either physical punishment, intimidation, detention, threat, harassment, human trafficking or violence.

2

2.5 Wages, benefits and working hours

Our suppliers shall strictly follow related laws about wages, remunerations, overtime fees, benefits, working hours and welfare according to equality without discrimination. In addition, suppliers must not force employees to work overtime longer than specified by laws. If necessary, this must be voluntary by the employees.

2.6 Termination of employment

In case of termination of employment, our suppliers have to follow a termination process under the labor laws.

3

3.1 Safety and working environment

Our suppliers have to strictly comply with safety and occupational health laws providing a safe and healthy work environment to prevent and reduce the impact from injuries / illness due to accidents and emergencies. In addition, suppliers should be encouraged their employees to concern with safety first.

3.2 Personal protective equipment

Our suppliers shall provide their employees with available, suitable and sufficient personal protective equipment.

3.3 Emergency response preparedness

Our suppliers shall evaluate the situations and emergencies including control and respond to emergencies. In addition, suppliers should continuously provide their employees the training to communicate and understand, accurately treat and safely when occur emergency situations.

4

Our suppliers have to comply with environmental laws, regulations and rules including pollution and waste management.

Our suppliers have to optimize their resource uses based on the 3Rs principle; Reduce, Reuse, Recycle.

Our suppliers should consider environmentally-friendly products or services and be careful in any action that may affect the environment.



5

Our suppliers should conduct business that takes the surrounding community and society impact into consideration including participating in the development of the quality of life.





Let's Collaborate