

**Procurement Policy**  
**of**  
**TEAM Consulting Engineering and Management Public Company Limited**  
**and Subsidiaries**

Announced on --- March 2025

(Mr. Chawalit Chantararat)  
Chief Executive Officer

## **Procurement Policy**

### **TEAM Consulting Engineering and Management Public Company Limited and Subsidiaries**

TEAM Consulting Engineering and Management Public Company Limited and its subsidiaries (“the Company”) are committed to conducting business in accordance with the sustainable development principles. The Company effectively manages the supply chain to mitigate risks arising from suppliers in the supply chain that may negatively impact the Company, society, and the environment, and to enhance transparency and accountability in business operations. Furthermore, it recognizes the crucial role of procurement with Environmental, Social, and Governance (ESG) considerations which not only mitigates negative impacts but also promotes the suppliers’ responsible growth, while enhancing the Company's long-term competitiveness.

#### **Objectives**

1. To control and mitigate supply chain risks that may arise from suppliers, such as human rights violations, unfair treatment, or environmental impacts.
2. To promote social and environmental responsibility throughout the supply chain.
3. To enhance transparency and good governance by raising transparency standards in the procurement process, mitigating corruption risks, and promoting ethical business practices.
4. To develop suppliers and enhance their competitiveness, support and develop suppliers to grow responsibly and be able to compete in a market that prioritizes sustainability.
5. To create long-term value added and sustainability by implementing sustainable procurement policy as a tool to increase efficiency and create business opportunities.

#### **Operational Guidelines**

1. Establish transparent, fair, equal, non-discriminatory, and auditable procurement procedures and methods; promote fair trade competition; combat corruption; and have no conflicts of interest.
2. Strictly comply with relevant regulations, requirements, and laws, and adhere to social ethical standards, including risk management and good corporate governance.

3. Procure products and services from suppliers based on quality, efficiency, effectiveness, value for money, price, quantity, service, and timely delivery that meets requirements.
4. Conduct procurement with consideration of the environmental and social impacts, and corporate governance of suppliers, both those directly transacting with the Company (Tier-1 suppliers) and those not directly transacting with the Company (Non-tier-1 suppliers).
5. Promote green procurement and support the use of products from renewable resources that do not cause environmental pollution, such as products with green labels.
6. Provide fair and equitable returns to suppliers.
7. Establish a supplier code of conduct and communicate the Company's responsible business guidelines to all suppliers.
8. Analyze, assess, and manage risks arising from the Company's suppliers, taking into account risks across all economic, social, environmental, and governance dimensions, including quality, safety, occupational health, and environmental standards.
9. Integrate environmental management, labor treatment, social impact management, and corporate governance into the supplier selection process and criteria as specified in the Company's procurement regulations.
10. Support the procurement of goods and services from local suppliers to promote the local economy.
11. Foster good relationship with suppliers and enhance their capabilities for continuous joint development to grow together in the long term.
12. Continuously communicate and raise awareness of sustainable procurement and the Supplier Code of Conduct among employees, suppliers, and relevant stakeholders.
13. Provide channels for receiving feedback and suggestions from suppliers, including whistleblowing and complaints. The Company has a systematic and fair process of complaint management and whistleblower protection for internal and external stakeholders affected by the Company's business operations.

All executives and employees of the Company are responsible for supporting, promoting, and strictly adhering to the Procurement Policy and Management Framework.