

Supplier Code of Conduct

TEAM Consulting Engineering and Management Public Company Limited and Subsidiaries

Objectives

TEAM Consulting Engineering and Management Public Company Limited and its subsidiaries (“the Company”) are committed to conducting business with integrity, transparency, and morality in accordance with the corporate governance principles and ethics, together with social and environmental responsibility, in line with the guidelines for sustainable business development. This commitment has led to the preparation of this Supplier Code of Conduct as a guideline for communicating basic practices, promoting and supporting suppliers to conduct business with ethics, respect for freedoms and rights, upholding of labor rights and human rights, and care for occupational health, safety, and the environment.

The Company expects that, in addition to compliance with relevant rules, regulations, and laws, as well as international practices, suppliers should study and understand the principles of the Supplier Code of Conduct to apply as a guideline for proper business operations. This is to contribute to mutual development, promotion of growth, and sustainability. If a supplier does not comply with the Supplier Code of Conduct, the Company reserves the right to take any action against the supplier, taking into consideration the potential impacts and damage.

Guideline on Supplier Code of Conduct

1. Product and Service Quality and Standards

1.1) Quality Control of Products and Services

Suppliers must consider and implement quality control processes for products and services, design, production processes, and quality inspection to meet the standards and specifications agreed upon in the contract with the Company, including the ability to deliver work within the specified timeframe.

1.2) Responsible Procurement

Suppliers must procure and deliver qualified, standardized, and safe products and services that do not have adverse impacts on communities, society, and the environment. A supplier and subcontractor selection process must be put in place.

2. Business Ethics

2.1) Compliance with Laws, Regulations, and Rules Related to Business Operations

Suppliers must abide by laws, regulations and rules, and conduct business ethically according to good corporate governance principles, with morality, honesty, integrity, transparency, and accountability.

2.2) Anti-Corruption

Suppliers must not participate in or be involved in any form of corruption, such as extortion, embezzlement, fraud, bribery, etc.

2.3) Respect for Intellectual Property

Suppliers must abide by laws, respect and not infringe on the intellectual property of others, and promote measures for preventing intellectual property infringement.

2.4) Confidentiality

Suppliers must respect privacy rights and collect and maintain confidentiality. They must not disclose or use confidential information obtained through business dealings with customers without consent.

3. Labor Treatment and Human Rights

3.1) Compliance with Labor Laws

Suppliers must strictly comply with labor laws and regulations, and adhere to international human rights principles. They must respect and treat workers fairly, without coercion, threats, harassment, abuse, human trafficking, or violence of any form.

Suppliers must not employ child labor aged under the legal limit or illegal foreign workers.

3.2) Wages, Compensation, and Benefits

Suppliers must comply with the law regarding working hours, including regular work, overtime work or work on holidays. They must pay fair compensation and benefits at the rates prescribed by law.

3.3) Non-Discrimination and Equality

Suppliers must respect differences due to gender, religion, race, origin, age, education, disability, or any other matter. They must treat all workers or employees equally and fairly.

4. Occupational Health and Safety

Suppliers must provide a safe working environment with appropriate management system, facilities, and hygienic workplaces to minimize accident risks and potential health impacts on workers or employees arising from operational activities. They must also provide adequate and appropriate safety equipment which is ready for use in compliance with safety standards.

5. Social Responsibility

Suppliers must conduct business with social responsibility by managing and implementing measures for preventing potential social problems in order to mitigate negative impacts and enhance positive impacts on society. They should also engage in constructive collaboration with communities, such as promotion of the use of local materials, job creation and income generation, to sustainably improve the quality of life for communities and society.

6. Environmental Responsibility

6.1) Compliance with Environmental Laws

Suppliers must undertake environmental management in accordance with relevant laws, regulations, and rules, including environmental monitoring and measurements to ensure compliance with legal limits.

6.2) Minimizing Environmental Impacts

Suppliers must develop and improve their operations to enable efficient utilization of resources and energy so as to reduce greenhouse gas emissions. This includes measures for wastewater

management, air pollution control systems, and proper and effective hazardous and non-hazardous waste management systems in compliance with the law.

Implementation of the Supplier Code of Conduct

1. Communication and Training

Suppliers must promote and support the implementation of this Supplier Code of Conduct among their employees, workers, suppliers or subcontractors. They must also provide knowledge and training on the Supplier Code of Conduct to their employees and related persons to ensure understanding and compliance with the same standards.

2. Management of Supplier Code of Conduct

Suppliers must take the following actions.

- 2.1) Sign an acknowledgement form and comply with the Supplier Code of Conduct.
- 2.2) Give consent to the audit of suppliers' operations (Right to Audit) and make improvements in line with the Company's recommendations.
- 2.3) If the suppliers fail to implement the recommended improvements within the specified timeframe, the Company reserves the right to consider taking appropriate measures.

3. Complaints and Whistleblowing

- 3.1) Suppliers must establish complaint and whistleblowing channels for stakeholders, with transparent management process and protection for complainants or whistleblowers.
- 3.2) Suppliers can file complaints and report information on actions which do not comply with the Supplier Code of Conduct. They can also report to the Company any situations that may have impacts arising from non-compliance with this Supplier Code of Conduct.



Acknowledgement Form

“SUPPLIER ACKNOWLEDGEMENT FORM”

ข้าพเจ้ายืนยันว่าได้รับทราบแนวทางปฏิบัติทางธุรกิจสำหรับคู่ค้าของบริษัท ทีเอ็ม คอนซัลติ้ง เอนจิเนียริง แอนด์ แมเนจเม้นท์ จำกัด (มหาชน) และบริษัทย่อย และจะศึกษาทำความเข้าใจถึงแนวทางที่ได้ระบุไว้ในเอกสารฉบับนี้เพื่อให้สามารถนำไปปฏิบัติหรือประยุกต์ใช้ในการดำเนินธุรกิจให้เกิดความยั่งยืนต่อไป

We, the undersigned, hereby confirm that we have received TEAM Consulting Engineering and Management Public Company Limited and its subsidiaries' Supplier Code of Conduct and will read the requirements outlined in the guiding principle to apply in our work.

ชื่อคู่ค้า / Supplier's Name :

ชื่อ – นามสกุล ผู้ลงนาม (ตัวบรรจง) / Full Name of Authorized Person(s) :

ตำแหน่ง / Title : และ ตราประทับ (ถ้ามี) Company Seal (if any)

ลงชื่อ (Signature) : _____

วันที่ (Date) : ____/____/____

หมายเหตุ / Remark:

แบบฟอร์มนี้ต้องลงนามโดยตัวแทนผู้มีอำนาจของคู่ค้าธุรกิจ และกรุณาส่งกลับมายังหน่วยงานจัดซื้อจัดจ้างของกลุ่ม TEAMG ที่ดำเนินการ
This form must be signed by an authorized person(s) of the supplier and please return to the requesting TEAMG's Procurement Department.