



## Betagro Supplier Sustainability Code of Conduct

### Betagro Public Company Limited

#### 1. Purpose

Betagro Public Company Limited and its Subsidiaries ("the Company") are committed to conducting business for sustainable growth, maintaining the quality and safety of products, and overseeing operations for the benefit of communities, society, and the environment. With the intention to achieve these goals effectively, the Company places importance on managing the supply chain to ensure a safe working environment and equal care for employees, respecting human rights, and demonstrating environmental responsibility.

The "Sustainable Practices for Business Partners of Betagro Public Company Limited" have been established to contribute to the development of society, labour, and environmental responsibility. Therefore, it is essential for business partners of the Company to conduct activities in accordance with the legal requirements of the countries where they operate. This code of conduct places emphasis on compliance with laws, business ethics, human rights, health and safety, and environmental considerations, as outlined in each section of this code.

This sustainable code of conduct is referenced according to the following standards:

- International Human Rights Principles of the United Nations
- UN Global Compact's Ten Principles
- Core Agreement of the International Labor Organization
- Thai Labor Standards (TLS8001)
- Fundamental Ethics in Trade



## 2. Scope

The standards of this code of conduct set forth expectations for the conduct of suppliers who engage in business with the Company. This includes the parent company, subsidiaries, and affiliated companies of the supplier, as well as all individuals conducting business with such entities. This encompasses employees (including permanent and temporary staff, agents, migrant employees, and international contractors). Suppliers are responsible for disseminating, training, and ensuring awareness and compliance with this code throughout their supply chain, including employees, agents, sub-tier suppliers and other suppliers.

## 3. Compliance

Betagro requests suppliers and their sub-tier suppliers throughout their supply chain ("Suppliers") actively respect and comply with the principles of this code when conducting business with Betagro. Betagro may review compliance with this code through assessment methods or by reviewing supplier documentation, such as operational procedures related to this code.

## 4. Application

Acknowledging and accepting this code is a prerequisite for all versions of Betagro's procurement contracts for goods and services. This code or expressions of adherence to its principles do not confer any third-party beneficiary rights or benefits to the suppliers. The various standards of this code are supplementary and do not replace the provisions of any legal agreements or contracts between the Suppliers and the Betagro.



## The 4 pillars of the Betagro Supplier Sustainability Code of Conduct

### 1. Human Rights:

Betagro's suppliers shall respect the rights of employees and treat them fairly in accordance with international standards, following the guidelines outlined below:

- **Freedom of Association:** Betagro's suppliers shall respect the right of employees to establish associations freely and democratically, refraining from discriminating against employees due to their membership in labor unions and respecting the right of employees to engage in collective bargaining.
- **No Forced labor:** Betagro's suppliers shall not engage in or be associated with any form of modern slavery, forced labor, debt-bonded labor, human trafficking, or involuntary labor. Essential documents of employees shall not be retained.
- **Child Labor:** Betagro's suppliers shall not employ child labor below the legal age, as defined by national laws or international agreements, such as ILO Convention No. 138 on Minimum Age (not employing children below 15 or 14 in certain developing countries) and Convention No. 182 on Immediate Action for the Elimination of the Worst Forms of Child Labor. Suppliers shall not allow individuals under 18 to work at night or engage in hazardous work.
- **Working Hours:** Betagro's suppliers shall not require employees to work beyond legal limits, including overtime and holidays, and must provide employees with at least one day off in seven days. Overtime must be voluntary and compensated at a special rate specified by law and in line with local legislation.
- **Wages and Benefits:** Betagro's suppliers shall pay wages and provide rights or benefits to employees as required by law, not falling below minimum wage rates. This includes benefits mandated by law, and suppliers shall provide documentation summarizing wage payments for employee verification.



- ◎ **Non-Discrimination:** Betagro's suppliers shall treat employees equally without discrimination in hiring, termination, or any other employment-related decisions based on characteristics unrelated to job performance, such as age, gender, race, colour, nationality, marital status, pregnancy, religion, political beliefs, and more.

Acts of harassment, whether psychological, physical, sexual, or verbal, including intimidation, threats, or any form of interference, are unacceptable. Suppliers shall respect the employee's right to privacy, particularly when handling personal information or conducting inspections.

- ◎ **Employment Practices:** Betagro suppliers shall hire only authorized workers in compliance with the law and take responsibility for verifying the working conditions of employees through relevant documents. All work must be voluntary, and employees must have the freedom to leave their jobs or terminate employment for appropriate reasons. Suppliers are prohibited from evading legal and labour-related responsibilities and social security obligations arising from the regular employment relationship.

In cases of Layoffs, Betagro suppliers shall follow labour laws at each stage and shall not terminate employment contracts unfairly. Termination can only occur with clear evidence that it is related to the employee's job performance, complying with legal requirements.

- ◎ **Complaints/ grievances:** Betagro's suppliers shall establish transparent channels for receiving complaints and grievances, along with measures to remedy those affected. Information about complainants must be kept confidential. Suppliers shall not retaliate against complainants if the complaint is made in good faith and is lawful.

## 2. Safety and Health

Betagro's suppliers shall have operational systems and management in occupational health, safety, and guidelines with the following practices:



- ◎ **Work Environment:** Betagro's suppliers shall ensure a safe working environment that does not adversely affect the health of employees and relevant individuals. At a minimum, suppliers shall provide a safe working space, regularly inspect and maintain tools and equipment appropriately, and supply personal protective equipment suitable for the nature of the work. There should be no retaliation or punishment if employees complain about safety.
- ◎ **Sanitation, Food, and Housing:** Betagro's suppliers shall provide clean restroom facilities, drinking water, and prepared areas for consuming meals that are suitable for employees. If accommodations are provided, they must be clean, safe, with emergency exits, private spaces, and the freedom for employees to enter and leave dormitory building freely.
- ◎ **Emergency Preparedness:** Betagro's suppliers shall identify and evaluate potential emergency situations and events. This includes creating plans for emergency preparedness and response, reporting emergencies, notifying employees, training and drills, preparing appropriate first aid equipment, preventing accidents, and having adequate emergency exits. Additionally, there should be plans for recovery post-emergency.
- ◎ **Prevention of work-related injuries and illnesses:** Betagro's suppliers shall implement measures, management systems, surveillance, monitoring, and reporting for injuries and illnesses occurring at work. This includes reporting near-miss incidents and substandard conditions or actions. Suppliers investigate the root causes and take corrective actions to eliminate problems. Adequate and suitable medical care must be provided by suppliers.

### 3. Environmental Sustainability

Betagro's suppliers shall comply with environmental laws, including specific environmental requirements related to delivered goods and services. The guidelines for compliance are as follows:

- ◎ **Environmental Laws and Reporting:** Betagro's suppliers shall adhere to environmental laws, regulations, and license, undergoing regular inspections and assessments. They should conduct monitoring, measurements, and analyses to ensure that various parameters, such as air pollutants, noise, wastewater, soil quality, and groundwater, comply with local laws.



- ◎ **Reducing hazardous chemicals and preventing leakage into the environment:** Hazardous chemicals and dangerous substances must be properly labeled, handled, transported, stored, and used safely. Suppliers should avoid and limit the use of toxic or prohibited chemicals as components of products and services in accordance with legal requirements.
- ◎ **Utilization, Prevention, and Environmental Impact Reduction:** Betagro's suppliers shall establish measures to prevent and reduce environmental impacts from operational processes, covering impacts on soil, water, air, forest, biodiversity, and the reducing release of pollutants, greenhouse gas emissions and wastes throughout the life cycle of products/services. This includes the use of natural resources and the efficient use of energy, ensuring that raw materials do not come from illegal sources or activities.

#### 4. Business Integrity

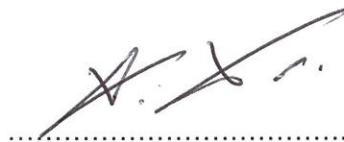
Betagro stipulates that suppliers shall comply with all relevant legal and ethical trade standards, with the following guidelines:

- ◎ **Product Quality and Safety:** All products and services delivered by the supplier must meet the quality and safety standards required by applicable laws and agreed specification.
- ◎ **Anti-corruption:** Betagro's suppliers shall conduct their business with honesty, integrity, righteousness, ethics, and transparency. Suppliers should refrain from engaging in any form of corrupt practices, such as bribery, offering gift, property, hospitality, support, benefit, or any action that induce or lead to undue advantages. This applies to any entities, government officials, or individuals, whether locally or internationally. In case for those individuals to perform or refrain from certain actions, or to obtain or retain undue benefits, whether for the organization, themselves, or related parties.
- ◎ **Source of Origin:** The supplier shall be capable of disclosing all the potential sources of primary origins (country of origin) associated with the delivery of products or services. Betagro reserves the right to request the supplier to trace back through the supply chain at any given time.



- ◎ **Intellectual Property/ Confidentiality and Data Protection:** Betagro's suppliers shall not disclose proprietary intellectual property or confidential information of Betagro or any information obtained through business dealings with the company. They must safeguard confidentiality and protect information by maintaining its security and limiting access to individuals who require the information for relevant work. If unauthorized disclosure of the Betagro's confidential information is discovered, suppliers must report it immediately.
- ◎ **Conflict of Interest:** Betagro's suppliers shall disclose information regarding conflicts of interest in any business dealings with the company, including financial benefits of Betagro's employees in any business of partners.

Announced on January 5, 2024



(Mr. Vasiit Taepaisitphongse)

Chief Executive Officer and President



## 5. Supplier's Acknowledgement

We, the undersigned hereby confirm that:

By signing this document, I hereby confirm that I have read "Betagro Supplier Sustainability Code of Conduct" carefully before signing and agree that the company I represent fulfill all the related requirements in the "Betagro Supplier Sustainability Code of Conduct".

Name of Company .....

Address .....

Name - Surname .....

Title .....

Signature .....

Company Stamp

Date .....

