

EGAT Supplier Code of Conduct

Introduction

The Electricity Generating Authority of Thailand (EGAT) is committed to its mission of serving as the nation's key organization for power security, while enhancing the country's competitiveness through innovation for the well-being of Thai people. At the same time, this is carried out with responsible practices across environmental, social, and governance (ESG) aspects. In order to promote sustainable growth throughout the supply chain, EGAT has established the "EGAT Supplier Code of Conduct". The content and scope have been developed in accordance with relevant laws, regulations, and rules, serving as a guideline for the future practices of EGAT's suppliers.

Scope

This EGAT Supplier Code of Conduct applies to all suppliers and contractors, including their employees, subcontractors, or supplier group's partners who involved in conducting business with EGAT.

The **Code of Conduct** is divided into 3 main sections:

1. Environment
2. Social
3. Business Ethics

1. Environment

- 1.1 Comply with applicable environmental laws, regulations, and rules.
- 1.2 Prevent and mitigate environmental impacts on ecosystems, biodiversity, and communities arising from production processes, products and services, transportation, and waste disposal.
- 1.3 Reduce the impacts of climate change by lowering greenhouse gas emissions.
- 1.4 Use resources efficiently and sparingly, including water, energy, raw materials, and packaging materials, following the 3Rs principle: Reduce, Reuse, and Recycle.

2. Social

- 2.1 Comply with applicable labor laws, regulations, and rules, as well as occupational health and safety standards.
- 2.2 Respects human rights and ensure non-discrimination based on physical differences, gender, race, religion, education, age, traditions, cultural background, social status, or any other characteristics protected under human rights principles.

2.3 Prohibit all form of forced and involuntary labor, including slavery and human trafficking.

2.4 Prohibit the employment of child labor below the legal minimum working age and avoid the recruitment of child labor.

2.5 Respect employees' rights to freedom of association and collective bargaining.

2.6 Manage wages, compensation, overtime, working hours, holidays, leave, benefits, and welfare in compliance with applicable laws, and ensure timely payment. Employees must not be required to work excessive hours beyond legal limits, unless voluntarily agreed upon.

2.7 Ensure adherence to legal procedures in accordance with labor laws in case of termination of employment.

2.8 Provide channels for receiving comments, complaints, or grievance reports from employees, and ensure appropriate handling of such matters.

2.9 Ensure occupational health and safety by providing a safe and hygienic working environment, along with appropriate and adequate personal protective equipment.

2.10 Assess potential emergency situations, such as fires, explosions, chemical leaks, and natural disasters, and implement preventive and response measures, including training and communication to employees to ensure proper and safe actions during emergencies.

2.11 Implement measure to prevent negative impacts on communities and provide fair remediation for any adverse impacts.

3. Business Ethics

3.1 Comply with anti-corruption laws, and oppose and strictly prohibit all forms of corruption, including coercion, bribery, and facilitation payments.

3.2 Comply with applicable anti-trust and competition laws, including refraining from anti-competitive agreements, collusion, bid rigging, price fixing, cartels, and other practices that restrict fair competition.

3.3 Do not take any actions that may cause conflicts of interest between suppliers and EGAT's personnel.

3.4 Refrain from infringing upon the intellectual property rights of other people or use such intellectual property for personal benefit.

3.5 Protect all EGAT information in accordance with contractual obligations. Do not disclose confidential information without authorization or use such information for personal benefit.

3.6 Deliver quality goods and services in accordance with contract specifications and within the agreed timeframe.

I hereby acknowledge the EGAT Supplier Code of Conduct and agree to comply with all applicable provisions relevant to my company's business operation. I will inform all relevant employees of this Code, maintain records as evidence of compliance, and provide such records to EGAT upon request.

Acknowledgement by the company and company seal

Name of Company

Address

Name-Surname

Title

Signed

Date