



# SUPPLIER CODE OF CONDUCT



Apply to Banpu and all subsidiaries

# INTRODUCTION

At Banpu, effective supply chain management is fundamental to driving business success and minimizing operational risks. By enhancing operational efficiency and strengthening supplier partnerships, we aim to build a resilient supply chain grounded in ethical and responsible practices. We are committed to integrating Environmental, Social, and Governance (ESG) principles into our procurement and supplier engagement processes.

To uphold this commitment, Banpu has established the Supplier Code of Conduct (the “Code”) as a standard for all suppliers of goods and services to Banpu and Banpu’s subsidiaries, including providers, vendors, selling partners, contractors, and subcontractors (“Suppliers”). The Code promotes alignment with global ESG frameworks and reinforces responsible practices across eight key areas:

1. Compliance
2. Business Ethics
3. Labor and Human Rights
4. Environment
5. Safety and Security
6. Community and Society
7. Monitoring and Reporting
8. Supply Chain Management

Through this Code, we ensure that all Suppliers operate in a manner that supports long-term sustainability and shared value creation across our supply chain.

# 1 COMPLIANCE



## 1.1 LAWS AND REGULATIONS

- a. Suppliers shall fully comply with all applicable national and local laws, including but not limited to labor laws, environmental regulations, and occupational health and safety standards in all jurisdictions where the Suppliers operate.



## 1.2 INTERNATIONAL FRAMEWORKS

- a. Suppliers shall adhere to the international recognized standards such as the UN Guiding Principles on Business and Human Rights (UNGPs), International Labor Organization (ILO) Core Labor Standards, and Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.



# 2 BUSINESS ETHICS



## 2.1 BUSINESS INTEGRITY

- a. Suppliers shall conduct business with adherence to correctness, honesty, integrity, and transparency.
- b. Suppliers shall provide full and accurate disclosure of information as stipulated by law, with records readily available for audit by Banpu or designated representatives.



## 2.2 FAIR COMPETITION

- a. Suppliers shall adhere to fair competition laws and refrain from engaging in anti-competitive practices.
- b. Suppliers shall not fraudulently or inappropriately treat competitors' confidential information.



## 2.3 ANTI-CORRUPTION

- a. Suppliers shall prohibit all forms of bribery, extortion, or improper payments and maintain robust anti-corruption policies.



## 2.4 CONFLICT OF INTERESTS

- a. Suppliers shall refrain from any action that creates, or appears to create, a conflict of interest that could compromise the integrity in the business relationship with Banpu.



## 2.5 INTELLECTUAL PROPERTY

- a. Suppliers shall respect intellectual property rights and refrain from any form of infringement.

# 3 LABOR AND HUMAN RIGHTS



## 3.1 FORCED OR COMPULSORY LABOR

- a. Suppliers shall ensure that all work is voluntary and free from any form of forced or bonded labor, either physical punishment, threat, imprisonment, harassment, human trafficking, or any violence.



## 3.2 FOREIGN OR MIGRANT WORKERS

- a. Suppliers shall respect migrant workers' rights and dignity and comply with the applicable immigration laws in all jurisdictions where the Suppliers operate.



## 3.3 CHILD LABOR

- a. Suppliers shall not employ children below the minimum age requirements under applicable laws and ILO conventions, whichever sets the higher standard.



## 3.4 FAIRNESS TREATMENT AND NON-DISCRIMINATION

- a. Suppliers shall treat employees with fairness and equality, and not discriminate against employees on the difference of race, gender, nationality, language, religion, or disability in hiring and employment practices.



## 3.5 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

- a. Suppliers shall respect the employees' rights to organize and engage in labor unions or any collective bargaining.



## 3.6 WORKING CONDITIONS

- a. Suppliers shall not force employees to work for long hours beyond the time specified by applicable laws where the Suppliers operate.
- b. Suppliers shall pay wages and other benefits to employees fairly and timely, and comply with all applicable laws, especially those related to minimum wage and working hours, overtime, and benefits.
- c. Suppliers shall not unfairly terminate any employment contract without valid reasons and adhere to relevant laws where the Suppliers operate.



## 3.7 SECURITY FORCE

- a. Suppliers shall raise awareness on human rights in the use of force for security personnel.

# 4 ENVIRONMENT



## 4.1 GHG EMISSIONS

- a. Suppliers shall be aware to prevent further increases in the average global temperature by controlling greenhouse gas (GHG) emissions through rigorously strict regulations.
- b. Suppliers shall monitor and keep accurate records of GHG emissions data to ensure readiness for audit by Banpu or designated representatives.
- c. Suppliers shall adopt renewable energy solutions where feasible.



## 4.4 BIODIVERSITY CONSERVATION

- a. Suppliers shall assess, manage, and mitigate impacts on ecosystems and biodiversity and ensure no negative impact on a high biodiversity conservation area.



## 4.2 ENERGY EFFICIENCY

- a. Suppliers shall optimize energy management efficiency.



## 4.5 WATER RESOURCES MANAGEMENT

- a. Suppliers shall conserve and utilize water resources efficiently to ensure sustainable water use without compromising local community access both in terms of water availability and quality.



## 4.3 POLLUTION PREVENTION AND WASTE MANAGEMENT

- a. Suppliers shall apply adequate air and effluent pollution control across operations to ensure that no impact to the well-being of the surrounding community and society.
- b. Suppliers shall implement waste management system to manage hazardous and non-hazardous waste responsibly and reduce environmental impact.

# 5 SAFETY AND SECURITY



## 5.1 OCCUPATIONAL HEALTH AND SAFETY

- a. Suppliers shall implement management systems that adhere to relevant safety standards to ensure safety of their own employees and that of other workers.
- b. Suppliers shall provide employees and other workers who work for Suppliers with a safe and healthy work environment as well as promote safety culture to ensure zero work-related injuries and illnesses.
- c. Suppliers shall provide their employees and other workers who work for Suppliers with suitable and sufficient personal protective equipment.
- d. Suppliers shall be proactive to establish prevention and mitigation measures in case of unsafe to protect their employees and other workers who work for Suppliers as well as surrounded community.



## 5.2 BUSINESS CONTINUITY

- a. Suppliers shall maintain robust business continuity and recovery plans to ensure uninterrupted delivery of products and services.



## 5.4 DATA PRIVACY AND CYBERSECURITY

- a. Suppliers shall safeguard sensitive data including but not limited to customer confidentiality and comply with relevant data protection regulations.



## 5.3 EMERGENCY PREPAREDNESS

- a. Suppliers shall identify and assess risk, which impact to their employees, operations, and security of supplied products or services to prepare response plan.
- b. Suppliers shall periodically conduct emergency drills and training to their employees.
- c. Suppliers shall immediately notify Banpu if there is emergency or situation to become liable to Banpu, while conducting business with Banpu or operating in Banpu's premises.



# 6 COMMUNITY AND SOCIETY



## 6.1 COMMUNITY PARTICIPATION

- a. Suppliers shall respect the interests and rights of local communities, indigenous peoples, immigrants, and vulnerable groups within the area where Suppliers operate.

# 7 MONITORING AND REPORTING



## 7.1 MONITORING AND REPORTING

- a. Suppliers shall maintain accurate records of their compliance with this Code of Conduct.
- b. Suppliers shall propose appropriate measures to ensure no impact on Banpu if they are inability to fulfil any clause mentioned in this Code of Conduct.



# 8 SUPPLY CHAIN MANAGEMENT



## 8.1 GRIEVANCE MECHANISM

- a. Suppliers shall establish a grievance mechanism that allows stakeholders, including employees, to raise concerns while protecting the confidentiality of the complainant.



## 8.2 SUSTAINABLE SUPPLY CHAIN

- a. Suppliers shall integrate sustainability into their procurement practices and encourage subcontractors and business partners to comply with this Code of Conduct.
- b. Suppliers shall focus on supporting projects, which are productive and beneficial to the public and contribute to the improvement and respectful of local well-being.
- c. Suppliers shall communicate this Code of Conduct and provide sufficient training for their employees, contractors, subcontractors, and all business partners across their supply chain.



# DEFINITION



## International Frameworks

Globally recognized standards, principles, or guidelines developed by international organizations to promote consistency and best practices across countries.



## Fair Competition

A market environment in which businesses compete honestly and ethically, without engaging in deceptive, fraudulent, or anti-competitive practices.



## Conflict of Interest

A situation in which a person's personal interests could compromise, or appear to compromise, their impartiality, professional responsibilities, or decisions in a business context.



## Intellectual Property

Knowledge, creative ideas, or expressions of human mind that have commercial value and are protectable under copyright, patent, service mark, trademark, or trade secret laws from imitation, infringement, and dilution.



## Forced or Compulsory Labor

Work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered herself or himself voluntarily.



## Human Rights

Rights inherent to all human beings, regardless of nationality, place of residence, gender, ethnic origin, color, religion, language, or any other status.



## Security Force

Personnel responsible for maintaining safety and order, whose conduct toward third parties.



## Greenhouse Gas (GHG)

Gases that trap heat in the Earth's atmosphere, contributing to global warming and climate change. Common GHGs include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O).



## Grievance Mechanism

Formal process that allows individuals or stakeholders to raise concerns, complaints, or issues related to unethical, unfair, or harmful practices, ensuring they are addressed transparently and effectively.



## Supplier

Organization or individual that provides a product or service used in the supply chain of the organization. This includes, but is not limited to, broker, consultant, contractor, subcontractor, distributor, homemaker, independent contractor, manufacturer, and primary producer.



## Supplier Code of Conduct

The principles, values, standards, or requirements which a company sets for its direct suppliers and, where appropriate, sub-suppliers as a prerequisite for doing business to create long-term sustainable value to all stakeholders.



## Sustainable Supply Chain

The proactive management of environmental, social, and economic impacts and the encouragement of good governance practices, throughout the lifecycles of goods and services along the organization's supply chain, in order to create, protect, and grow long-term value for all stakeholders involved in bringing products and services to market.

# REFERENCE

## CORPORATE POLICIES

Anti-Corruption Policy  
Code of Conduct  
Business Continuity Policy  
Community Engagement Policy  
Environmental Policy  
Human Resources Management Policy  
Human Rights Policy  
Occupational Health and Safety Policy  
Sustainable Supply Chain Policy

## INTERNATIONAL FRAMEWORKS

Federal Ministry for the Environment, Climate Action, Nature Conservation, and Nuclear Safety (Germany)      Step-by-Step Guide to Sustainable Supply Chain Management – A Practical Guide for Companies

Global Reporting Initiative (GRI)      GRI Standards 2021

New Zealand Business Council for Sustainable Development      Business Guide to a Sustainable Supply Chain – A Practical Guide

United Nations Global Compact (UNGC)      Supply Chain Sustainability – A Practical Guide for Continuous Improvement

S&P Global      S&P Global Corporate Sustainability Assessment (CSA) – Supply Chain Management

EcoVadis      EcoVadis Sustainability Questionnaire

Stock Exchange of Thailand (SET)      SET ESG Rating

The Office of the United Nations High Commissioner for Human Rights (OHCHR)      The UN Guiding Principles on Business and Human Rights (UNGPs)

International Labor Organization (ILO)      International Labor Standards – Core Labor Standards

Organization for Economic Co-operation and Development (OECD)      OECD Guidelines on Corporate Governance





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