



|                |             |
|----------------|-------------|
| Code:          | Admin-500   |
| Version:       | 1           |
| Date:          | 10/01/2025  |
| Effective per: | Page 1 of 4 |

### Purpose

At Tong Thai Rubber Group, we are committed to ethical, responsible, and sustainable business practices. This Supplier Code of Conduct outlines our expectations for suppliers, contractors, and business partners across our supply chain. All suppliers must adhere to the principles outlined in this document to ensure responsible sourcing, environmental protection, and ethical labor practices.

### Scope of Application

This Supplier Code of Conduct applies to all suppliers, contractors, and business partners who provide raw materials, goods, or services to Tong Thai Rubber Group and its subsidiaries:

- Tong Thai Rubber Co., Ltd.
- Tongthai Technical Rubber Co., Ltd.
- Sin Tong Thai Rubber Co., Ltd.
- Grand Rubber Co., Ltd.
- TTN Rubber Co., Ltd.

All suppliers are required to comply with this Code and ensure that their employees, subcontractors, and business partners meet these standards.

## Supplier Code of Conduct

### 1. Ethical Business Practices

Suppliers must conduct business with integrity and adhere to the highest ethical standards, including:

Compliance with Laws: Adhere to all applicable laws, regulations, and industry standards.

- **Anti-Corruption:** Prohibit bribery, fraud, and corruption in all business dealings.
- **Fair Competition:** Engage in fair competition and avoid anti-competitive practices.
- **Confidentiality:** Protect and respect intellectual property rights and confidential business information.
- **Responsible Sourcing:** Ensure all materials are sourced legally and ethically.

### 2. Labor and Human Rights

Suppliers must uphold fundamental labor and human rights principles, including:

- **No Child Labor:** Prohibiting employment of individuals below the legal working age.
- **No Forced Labor:** Ensuring employment is voluntary and free from coercion.
- **Safe Working Conditions:** Providing a safe and healthy workplace for employees.
- **Fair Wages and Working Hours:** Complying with legal wage requirements and working hour regulations.
- **Diversity, Equity, and Inclusion:** Promoting a workplace free from discrimination and harassment.



|                |             |
|----------------|-------------|
| Code:          | Admin-500   |
| Version:       | 1           |
| Date:          | 10/01/2025  |
| Effective per: | Page 2 of 4 |

### 3. Supply Chain Transparency, Compliance, and Sustainable Procurement

Suppliers must adhere to the following requirements to ensure transparency, regulatory compliance, and sustainability in the supply chain:

- **Provide Traceability:** Maintain full traceability of raw materials, ensuring that sourcing records are accurate, complete, and available for review.
- **Conduct Due Diligence:** Regularly assess and mitigate risks in their supply chains, including environmental, social, and governance (ESG) risks.
- **Complete CSR Self-Assessments:** Submit Corporate Social Responsibility (CSR) self-assessment questionnaires during onboarding and periodically thereafter.
- **Undergo Audits:** Cooperate with on-site audits conducted by Tong Thai Rubber Group to assess compliance with company policies and industry regulations.
- **Adopt Sustainable Procurement Practices:** Source materials responsibly, prioritizing suppliers that adhere to ethical, environmental, and human rights standards, and support initiatives that reduce deforestation, carbon emissions, and negative social impacts.

### 4. Supplier Engagement and Monitoring

To ensure adherence to this Code, we implement a comprehensive monitoring system that includes:

- **Supplier Onboarding Evaluations:** Assessing new suppliers' compliance with sustainability and ethical standards.
- **Regular Audits and Inspections:** Conducting scheduled and unscheduled site visits to monitor supplier compliance.
- **Corrective Action Plans:** Addressing any non-compliance through structured improvement plans.
- **Supplier Training Programs:** Providing capacity-building initiatives to improve supplier performance in sustainability and ethical practices.

### 5. Environmental Responsibilities

Suppliers must actively work towards minimizing environmental impact by:

- **Sustainable Sourcing:** Prioritizing materials from responsible and sustainable sources.
- **Deforestation Prevention:** Avoiding sourcing from plantations contributing to deforestation or environmental degradation.
- **Energy and Water Conservation:** Implementing practices to reduce energy and water consumption.
- **Waste Management:** Reducing, reusing, and recycling waste effectively.
- **Carbon Footprint Reduction:** Taking steps to lower greenhouse gas emissions.
- **Agroforestry and Land Use Practices:** Encouraging responsible land management and biodiversity conservation.



# Tong Thai Rubber Group

## Supplier Code of Conduct

|                |             |
|----------------|-------------|
| Code:          | Admin-500   |
| Version:       | 1           |
| Date:          | 10/01/2025  |
| Effective per: | Page 3 of 4 |

### 6. Non-Compliance and Consequences

Failure to comply with this Supplier Code of Conduct may result in:

- **Request for Corrective Actions:** Suppliers must implement corrective measures within an agreed timeframe.
- **Termination:** Persistent non-compliance may lead to termination and exclusion from future business relationships.

### Signature

General Manager of  
Tong Thai Rubber Group  
Ms. Shi Ching Chien  
Date: 10/01/2025