



Seafco Public Company Limited

144 Prayasuren Rd., Bangchan, Khlong Sam Wah, Bangkok 10510

Ethics towards trading partners for purchasing and procurement

Supplier Code of Conduct

Information for SEAFCO PCL Only



Seafco Public Company Limited, realizes the importance of conducting business with honesty and integrity in accordance with the law, having responsibility for operating in accordance with principles of good corporate governance, or good governance and guideline for engaging in business according to the Principle of Sustainability in economy, society and environment. The company adheres to treating trading partners with transparency, equality and fairness. Therefore, guidelines for purchasing and procurement have been established to be in line with legal requirements and the company's code of conduct and international standard so that the trading partners will grow sustainably together with the company. The guidelines are as follows:

Engaging in business

1. Delivery of products and service

Suppliers/trading partners must deliver quality products and service that have appropriate price which is fair and delivery should be on time to keep up with demand at the specified time.

2. Compliance with the provisions

Supplier/trading partners must comply with the law, or regulations that are required to do business and has the necessary licenses to do business.

3. Corruption and bribery

The company shows the intention to combat corruption and shows the intention in the business code of conduct of the company. The company has the policy strictly on corruption, or bribery. If any trading partner has involvement with paying, or receiving bribe, it will cancel contract. The company will not be responsible for damage occurring to trading partner because such contract is cancelled. The trading partner may be prosecuted according to the laws.

4. Gift and rewards

Supplier/trading partner will not perform or propose gift and rewards and acknowledge that employees of the company do not give, or receive gift, reward, souvenir, affecting decision making in work operation, or providing benefits that are unfair, dishonest and not transparent, except only for giving, or receiving according to the business operation.

5. Conflict of interest/having controversial interest

Supplier/trading partner must immediately notify the company if supplier/trading partner finds any action that may cause a conflict of interest having controversial interest between the company's management, employees and personnel.



6. Maintaining trade confidential data

Supplier/trading partner must not disclose business confidential data between each other, to other persons and/or must not bring important data to use for any benefit and must have process of preventing leakage of confidential data, such as business data, or data of personnel of the company, unless consents have been given by the company in writing. If supplier/trading partner violates, causing damages from such action, it is the responsibility of all suppliers/trading partners.

Safety and work environment

1. Occupational health and safety

Supplier, trading partner must arrange health policy, occupational health, and arrange safe and hygienic work environment according to the principles of occupational health and provide safe tools and equipment according to the standard to employees sufficiently and appropriately.

2. Protection, preparing and responding in emergency condition

Supplier/trading partner must evaluate risk in emergency situation, in order to plan and to have emergency procedures to help reduce impact which the emergency situation will have on business operation.

Procedure for human right and labor

1. Human right

Supplier/trading partner commits to maintain human right, so that everybody has equality. There will not be dividing women and men, race and religion, or disabled persons. Everybody is protected by relevant laws and has political right and freedom.

2. Using of child and woman labor

Supplier/trading partner must not do or support hiring of child labor having age lower than the criteria. Supplier/trading partners must not use pregnant women to perform work that is risky to the woman's pregnancy; and compensation must be paid to employees fairly and without taking advantage and as appropriate according to employees' knowledge and skills.

Consideration about the impact on environment

1. Management of environment

Supplier/trading partner must manage environment according to the regulations of relevant laws, conforming to the standards of the industry.



2. Waste, chemical substances and hazardous materials

Supplier/trading partner must have process of storing, sorting and controlling, and throwing, or disposing of waste, in type of chemical substances and hazardous materials. It must comply with the laws and regulations relating with keeping and discarding waste, chemical substances and hazardous materials occurring from production process and relevant processes before releasing to outside environment.

3. Impact on the community

Supplier/trading partner must evaluate risk and risk management systematically to control environment having impact on the community and complying with the provisions of relevant laws.

Channels for reporting clues and complaints

In case supplier/trading partner has doubt, or finds any action of employees or staff of the company violating and not complying with the regulation of code of conduct, for purchasing and procurement, supplier/trading partner can inquire, or provide clues and send detail or evidence through the following channels:

Chairman of Corporate Governance and Sustainability Subcommittee

E-mail: NUTTHAPAN@SEAFCO.CO.TH

Tel: 0-2919-0090 Ext 401, Mobile 081-8741793

Fax: 0-2518-3082

By post: Seafco Public Company Limited

144 Prayasuren Rd., Bangchan, Khlong Sam Wah,
Bangkok 10510



บริษัท ซีฟโก้ จำกัด (มหาชน)
(Seafco Public Company Limited)

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Acknowledgement Letter

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I have read and understood (Study) the ethics towards trading partners for purchasing and procurement for suppliers / partner of Seafco Public Company Limited, I Understand and accept the aforementioned principles I have also signed the acceptance letter.

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(.....)
Position

Company

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