

Supplier Code of Conduct

KCG Corporation Public Company Limited

KCG Corporation Public Company Limited and its subsidiaries (“the Company”) are committed to conducting business with transparency, fairness, integrity, and responsibility toward all stakeholders. The Company operates in compliance with applicable laws, rules, regulations, and requirements imposed by relevant regulatory authorities, as well as in accordance with the principles of good corporate governance, sustainable development practices, and sustainable supply chain management policies, with the aim of fostering stable and sustainable growth throughout the supply chain.

Recognizing the important role of suppliers and business partners as part of the Company’s business success, the Company has established this “Supplier Code of Conduct” as a guideline for conducting business together responsibly and in compliance with applicable laws, regulations, requirements, and relevant standards at both national and international levels. The Company expects its suppliers and business partners to conduct business with honesty and integrity, adhere to ethical principles, respect human rights and fundamental freedoms, and place importance on labor practices, environmental management, occupational health, and workplace safety. The Company also encourages the appropriate adoption and application of these principles throughout their supply chains. The Company believes that such collaboration will strengthen business capabilities and support the sustainable development of society, the environment, and the economy for long-term shared growth.

1. Business Ethics

1.1. Compliance with Laws and Regulations

Comply strictly with applicable laws, rules, regulations, standards, and requirements related to business operations, including those concerning environmental management, labor practices, the procurement of products and services, and agreements with the Company.

1.2. Anti-Corruption and Anti-Bribery

Do not engage in, tolerate, or support any form of corruption, fraud, or bribery, whether directly or indirectly. Gifts, gratuities, entertainment, or hospitality shall not be offered to improperly influence business decisions or obtain unfair advantages. Suppliers are also encouraged to establish anti-corruption policies and practices.

1.3. Prevention of Conflict of Interest

Avoid situations or relationships that may create conflicts of interest with the Company. Suppliers shall not seek personal gain or provide improper benefits to others in connection with business dealings with the Company and must disclose any relevant relationships or circumstances to the Company if any personnel of the Company or any activity may give rise to a conflict of interest or affect transparency in business operations.

1.4. Fair Business Practices

Conduct business fairly and responsibly by supporting fair competition, complying with applicable competition laws, and treating all stakeholders equitably.

1.5. Confidentiality and Personal Data Protection

Protect confidential business information, intellectual property, personal data, and any confidential information of the Company or related stakeholders. Appropriate measures shall be implemented to safeguard information security in compliance with applicable laws and to prevent falsification, misrepresentation, or unauthorized disclosure of information in any form.

1.6. Disclosure and Transparency

Disclose operational results, financial status, and other relevant information accurately, transparently, and in a verifiable manner, in compliance with applicable laws, regulations, and related requirements.

1.7. Risk Management and Business Continuity

Regularly assess and manage risks related to business operations and establish appropriate measures or business continuity plans to effectively respond to incidents that may impact operations or the delivery of products and services.

2. Products and Services

2.1. Product Quality and Safety

Deliver products and services that are safe and of high quality through appropriate control and management processes, in compliance with food safety standards, the Company's requirements, and commitments made by suppliers. Product labels must also be accurate and clearly presented.

2.2. Sustainable Sourcing

Support the sourcing of quality products and services from suppliers that comply with applicable laws and relevant standards, while taking environmental and social responsibility into consideration.

2.3. Product Transparency

2.3.1. Traceability and Information Disclosure

Provide evidence or relevant documentation to verify the origin of products and services, including information on chemicals, antibiotics, or product ingredients in a transparent manner, as well as quality, safety, or related certification documents. Such information shall be provided to the Company upon request.

2.3.2. Product Change Notification

Notify the Company of any significant changes that may impact operations or compliance with applicable laws, regulations, or relevant requirements.

2.4. Innovation and Continuous Improvement

Promote the development and improvement of work processes, operational efficiency, and innovation to support environmental and social responsibility, as well as sustainable growth throughout the supply chain.

3. Labor Practices and Human Rights

3.1. Compliance with Labor Laws

Comply with applicable labor laws, rules, and regulations, while respecting human rights principles and fundamental freedoms.

3.2. Child Labor, Forced Labor, and Human Trafficking

Do not employ child labor below the legal minimum working age, engage in any form of forced labor, participate in human trafficking, or exploit workers or vulnerable groups in any manner.

3.3. Non-Discrimination and Anti-Harassment

Treat employees fairly and equally, respect diversity, and prohibit discrimination based on race, nationality, religion, language, culture, beliefs, skin color, gender, age, education, physical condition, or social status. All forms of harassment and abuse, whether physical, verbal, or psychological, shall not be tolerated, with due consideration given to the protection of vulnerable groups.

3.4. Compensation and Working Conditions

3.4.1. Compensation and Benefits

Provide employees with fair and lawful compensation, benefits, and welfare in accordance with applicable laws and standards, with compensation not lower than the minimum legal requirements.

3.4.2. Working Hours

Arrange working hours, overtime, weekly holidays, annual leave, and public holidays appropriately and in compliance with applicable laws.

3.4.3. Freedom of Association and Collective Bargaining

Respect employees' rights to freedom of association, participation in labor unions or associations, and collective bargaining in accordance with applicable laws and regulations.

3.5. Training and Development

Promote continuous employee development by providing appropriate training and development programs covering professional skills, work ethics, human rights, occupational health and safety, and other topics relevant to business operations.

3.6. Occupational Health and Safety

Establish occupational health and safety management measures and systems to ensure a safe and appropriate working environment and work processes in compliance with applicable laws and standards. Appropriate protective equipment shall be provided to prevent accidents, injuries, and work-related risks.

3.7. Community Responsibility

Promote appropriate engagement with communities to avoid, prevent, and mitigate social and environmental impacts arising from business operations. Accessible and transparent grievance mechanisms shall also be established for communities and relevant stakeholders, with appropriate processes for handling complaints and concerns.

4. Labor Practices and Human Rights

4.1. Compliance with Environmental Laws

Comply with applicable environmental laws, regulations, and standards at both national and international levels, while promoting appropriate disclosure or reporting of environmental impacts to stakeholders in support of environmentally responsible operations.

4.2. Resource, Water, Energy, and Greenhouse Gas Management

Promote the efficient and sustainable use of natural resources, water, electricity, and energy in order to reduce environmental impacts and greenhouse gas emissions from operations. Suppliers are expected to cooperate in greenhouse gas management and support the Company's long-term greenhouse gas reduction goals, including preparedness and adaptation to climate change where appropriate.

4.3. Waste and Pollution Management

Ensure proper management of waste, wastewater, and pollution arising from operations in compliance with applicable laws and standards. Appropriate measures shall be implemented to prevent contamination or leakage that may impact the environment, while continuously promoting waste and pollution reduction throughout business operations.

4.4. Natural Resource Conservation and Biodiversity

Support and prioritize the conservation of natural resources, ecosystems, and biodiversity by avoiding activities that may adversely impact natural resources or living organisms. Deforestation shall not be supported, and raw materials should be sourced responsibly from lawful sources with due consideration for environmental and social responsibility.

5. Grievance Mechanism

The Company provides channels for stakeholders to report whistleblowing cases, complaints, or suggestions, together with appropriate and fair protection measures for whistleblowers and complainants.

Whistleblowing and Complaint Channels

If suppliers or stakeholders identify any acts of corruption, misconduct, inappropriate practices, or incidents that may impact the Company, they may submit concerns, inquiries, or complaints through the Company's whistleblowing and grievance channels as follows:

- E-mail: whistleblower@kcgcorporation.com
- Website: <https://www.kcgcorporation.com/th/corporate-governance/anti-corruption-and-whistleblowing>
- Postal Mail: 3059-3059/1-3 Sukhumvit Rd., Bang Chak, Phra Khanong, Bangkok 10260
Attention : Audit Committee or Chairman of the Audit Committee
- QR Code



The Company highly encourages suppliers to communicate and promote this sustainability guideline to their employees, suppliers, and relevant business partners, as well as establish policies and practices aligned with the Company's principles. Such collaboration will help strengthen business capabilities and support sustainable growth throughout the supply chain.



(Damrongchai Vipawatanakul)

Chief Executive Officer and Managing Director

KCG Corporation Public Company Limited

Announced on 1 June 2026



Supplier's Acknowledgement Form

We hereby acknowledge and understand the "Supplier Code of Conduct" of KCG Corporation Public Company Limited and agree to comply with and/or apply the principles and practices set forth in this document in our business operations in order to promote ethical, transparent, and sustainable business practices and growth together.

Supplier's Name.....

Full Name of Authorized Person.....

Title.....

Signature.....

Date...../...../.....

Company Seal (If any)

Remarks:

This form must be signed by an authorized signatory or an authorized representative of the supplier.

Please return it to the Procurement Department of KCG Corporation Public Company Limited