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Supplier Code of Conduct of DTGO Group of Companies



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Message from Chairman of the Executive Committee, DTGO Corporation Limited

Good Corporate Governance is the ethical and moral principle of DTGO Group of Companies for all its conducts-business operations, and social and environmental activities. It focuses on governance and management with efficiency, transparency, auditability, and the benefit of stakeholders, society and the environment. We believe that adhering to good corporate governance will have a positive effect on nation and society with the support and shared commitment of DTGO Group of Companies and all stakeholders. This supplier code of conduct is therefore established as part of our commitment to work with our suppliers on the journey toward sustainable development together. This aims to ensure that our operations and supply chain conform with law and good corporate governance while fostering transparency, human rights, fair labor treatment, and safety, health, and environmental responsibility.

Mrs. Thippaporn Ahriyavraromp

Chairman of the Executive Committee
DTGO Corporation Limited



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Definitions

- **DTGO Group of Companies** means DTGO Corporation Limited and/or the subsidiaries of DTGO Corporation Limited and any legal entities controlled by the Board of Directors and/or management of DTGO Group of Companies.
- **Supplier** means a vendor, contractor, or service provider to DTGO Group of Companies, whether an individual or a juristic person.

Guidelines

1) **Business Ethics**

1.1 **Compliance with regulations and laws**

- 1) Suppliers shall respect and follow the laws and regulations relating to business operations and social activities with integrity, morality, transparency, and auditability. Their behavior shall also take into account stakeholders, society, and the environment in line with good corporate governance.
- 2) Executives and employees under the suppliers' supervision shall provide a role model in working behavior centered on integrity, morality, transparency, and auditability.

1.2 **Fair operations**

Suppliers shall exercise responsibility and fairness with all stakeholders and run their business in accordance with fair competition. They shall not perform any action that entails conflict of interest with DTGO Group of Companies members.

1.3 **Information disclosure and confidentiality**

- 1) Suppliers shall disclose information fully and correctly in line with laws and regulations.
- 2) Suppliers shall ensure DTGO Group of Companies' information is secure and shall not use or disclose it without the consent of DTGO Group of Companies and shall not violate the confidential information of others.



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1.4 Intellectual property

Suppliers shall respect and shall not violate the intellectual property of others.

1.5 Anti-corruption campaigns

Suppliers must not perform or support any form of fraud or corruption.

2) Human rights and labor practices

2.1 Human rights

Suppliers shall respect human rights and take into account human dignity, equality, fairness. Suppliers shall not practice favoritism based on similarities or differences in origin of birth, nationality, race, skin color, sexuality, age, physical impairment or disability, belief, religion, political perspective, education, social status, and marital status.

2.2 Labor practices and labor protection

Suppliers shall comply with labor laws and labor protection as listed below:

- 1) Treat workers legitimately, establishing fair payment and remuneration with regard to job descriptions and working hours and providing benefits as prescribed by law.
- 2) Do not employ illegal workers. Employment of foreign workers shall be compliant with the regulatory requirements.
- 3) Do not treat workers in any manner that could be regarded as forced labor or human trafficking. This includes physical and psychological punishments, threats, harassment, detention, and any form of violence.
- 4) Do not employ child labor younger than the legally required minimum age. If suppliers employ child labor with age above the limit as prescribed by laws, suppliers shall offer labor protection as required by law.
- 5) Female workers shall not face health- and safety-related risks. Suppliers shall offer labor protection and benefits as required by law to pregnant workers.



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3) Occupational health and safety

- 3.1 Suppliers shall follow laws, regulations, and guidelines on occupational safety and health.
- 3.2 Suppliers shall ensure the safety of employees and related parties by ensuring the working environment is safe and hygienic as required by law. This is to reduce the risk of accident, injury, and sickness.
- 3.2 Suppliers shall efficiently ensure emergency measures and readiness.

4) Environment

- 4.1 Suppliers shall abide by environmental laws, regulations, rules, and measures.
- 4.2 Suppliers shall operate in an environmentally responsible manner and shall protect the environment.

5) Participation in societal development

Suppliers should operate by taking into account impacts on the community and society. They should also join force with campaigns to improve the quality of life and well-being of the community and society.

6) Whistleblowing

If suppliers witness any action by DTGO Group of Companies members or business units under DTGO Group of Companies that may be in breach of laws, regulations, rules, and business and social codes of conduct, such as a violation of rules or regulations or corruption or an unreasonable abstention from duty, they shall file a complaint or report a misconduct via the following channels:

Contacts

- **Telephone**
02-742 9141 (Head of Internal Audit, DTGO Corporation Limited)



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- **Emails**

- 1) Chairman of the Executive Committee, DTGO Corporation Limited
(whistleblower_cm@dtgo.com)
- 2) Chairman of the Audit Committee, DTGO Corporation Limited
(whistleblower_ac@dtgo.com)
- 3) Group Chief Executive Officer, DTGO Corporation Limited
(whistleblower_ceo@dtgo.com)
- 4) Head of Internal Audit, DTGO Corporation Limited
(whistleblower_ia@dtgo.com)

- **Mail**

A complaint or whistleblowing mail shall be posted to one of the following recipients as listed below:

- Chairman of the Executive Committee, DTGO Corporation Limited
- Chairman of the Audit Committee, DTGO Corporation Limited
- Group Chief Executive Officer, DTGO Corporation Limited
- Head of Internal Audit, DTGO Corporation Limited

DTGO Corporation Limited

695 Sukhumvit 50, Prakanong, Klongtoey, Bangkok 10260 Thailand

- **Website** <https://whistleblowing.dtgsiam.com>