

No. 24/2021

(Translation)

Suppliers' Code of Conduct and Guidelines for Sustainability

B. Grimm Power Public Company Limited and its subsidiaries ("B. Grimm Power") are dedicated to fair business conduct under corporate governance, strict compliance with related legislation and regulations, and are responsible to the economy, society, the environment, and stakeholders, leading to secure and sustainable growth.

Since the B. Grimm Power values efficient supply chain management, suppliers represent critical stakeholders to its sustainable business. Therefore, business opportunities are promoted, as is the ability to manage supply chain risks, by the integration of sustainability into supplier management for delivery of goods and services with quality, standard, and responsibility to the economy, society, and the environment, for uninterrupted business. Additionally, in most instances, B.Grimm Power expects each of its suppliers to value our no net loss biodiversity commitments and compensate reforestation.

To this end, the B. Grimm Power has devised a Suppliers' Code of Conduct and Guidelines for Sustainability in the hope that suppliers apply them to their own businesses in line with their business context, with due regard for their responsibility to the environment, society, and corporate governance, leading to joint business sustainability.

Environmental

Environmental management

Suppliers should value sound environmental management, oversight of compliance with related legislation and regulations, and environmental control and impact mitigation. To this end, they may investigate application of the ISO 14001 environmental management system to their businesses to develop efficient environmental management.

Natural resource and environmental conservation

Suppliers should value and advocate cost-effective resource consumption while valuing environmental conservation to develop the best and efficient production practices.

Greenhouse gases

Suppliers should value development of internal processes as well as promoting internal energy conservation, which plays an instrumental role in reducing greenhouse gas emissions.

Waste management and pollution control

Suppliers should command a system of waste management and pollution control, as well as proper disposal of process waste in compliance with related legislation and regulations.

Hazardous chemicals and substances

Suppliers should command a system of safe management of hazardous chemicals and substances, with proper and environmentally sound disposal in compliance with legislation.

Social

Safety, occupational health, and work environment

Suppliers should value safety and occupational health while arranging a hygienic work environment for employees and related parties as well as basic facilities and essential personal protective equipment (PPE) for them to properly and adequately lower risks of accidents and impacts on their health. All these must comply with legislation on the management of safety, occupational health, and work environment.

Emergency prevention and response

Suppliers should assess emergencies and command response plans for emergencies while regularly communicating and conducting emergency drills in compliance with the law.

Human rights

Suppliers should treat their workforce (Thais and foreigners) with due regard for human dignity, rights, freedom, and equality. The B. Grimm Power is against hiring inequality, discrimination in competition and nationalities, origins, age, religious beliefs, genders, sexual preferences, or discrimination of any form. Suppliers must neither employ child labor aged under legal limit nor employ forced labor in any form. (More detail of required action for supplier on human rights, B.Grimm Power Human Rights Policy.)

Treatment of employees

Suppliers must pay compensation and welfare to employees with fairness, suiting employees' competence, and must allocate working hours, overtime hours, leave, holidays and lay-off practices in keeping with the law. Suppliers should value training and development while supporting development of employees' competence so as to improve work efficiency and provide for career development.

Community and social engagement

In conducting their businesses, suppliers should value social responsibility in parallel with social contribution together with promotion and development of management of impacts on surrounding communities and society.

They should set a good example for valuing and contribution to the development of the quality of life and society for communities and society in keeping with their ability and suitability.

Freedom of association, union, federation, and bargaining power

Suppliers should respect employees' due rights and freedom to join associations, unions, and federations, as well as labor relations guidelines for group bargaining power.

Business ethics

Compliance with related legislation and regulations

In conducting their businesses, suppliers must abide by related legislation, regulations, and requirements and related international laws.

Business ethics and transparency

Suppliers must conduct their businesses ethically, treat others equally, fairly, anti-competitive practices, transparently, and disclose their own data as required by law.

Anti-corruption

Suppliers must value resistance to corrupt or bribery practices, offering no direct or indirect incentives, tokens, or privileges to the B. Grimm Power's officers or business-related parties, including public officers, private company officers, or any member of the public, with an eye to securing or maintaining business advantages.

Protection of intellectual property and maintaining of confidentiality

Suppliers must not abuse the B. Grimm Power's and others' intellectual property or publicize their confidential data or privacy data or data on business conducted with them without prior consent. They must not exploit such data for personal or others' gain.

Conflict of interest

Suppliers must not engage in financial or other relationships with the B. Grimm Power's officers that could produce conflicts or redundancy of interest. They must inform the B. Grimm Power of any action representing such conflicts or redundancy of interest with the B. Grimm Power's officers.

Quality standards

Suppliers must strictly abide by their contracts and terms, including the terms of reference enforced under related legislation, and must deliver accurate, complete, and timely goods or services. They should express full responsibility for the quality of products or services and must promptly report to the B. Grimm Power should there be concerns about their quality or safety.

Whistleblowing and Grievance channels

If suppliers or related parties suspect or come across possible breaching of or non-compliance with legislation, regulations, the code of conduct, or the corporate governance policy, they can use the following channels to provide tips or complaints together with details and evidence:

Whistleblowing and Grievance channels

B. Grimm Power Public Company Limited

5 Krungthepkreetha Road, Huamark, Bangkapi, Bangkok 10240

Email: whistle-blowing@bgrimpower.com

This shall come into effect as of 16 June 2021.

-Signature-

(Mr. Harald Link)

Chairman