



BCP

Supplier Code of Conduct

*Supplier Code of Conduct for
Sustainable Business Development*

Bangchak Corporation Public Company Limited

Vision

วิสัยทัศน์



สังคมโลกซึ่งขับเคลื่อนด้วยนวัตกรรมสีเขียว
Crafting a Sustainable World
with Evolving Greenovation

Mission

พันธกิจ

We commit to accelerate **sustainable energy transition**, while **balancing energy security**. We are energizing lives through **greenovative solution** and promoting ESG for all.

Core Values

ค่านิยม

v

VIGILANCE

ตื่นรู้



r

RESILIENCE

ยืนหยัด



b

BOLDNESS

กล้า



c

CUSTOMER
EMPATHY

ใส่ใจ



p

PASSION &
OWNERSHIP

ทุ่มเท



Business Culture

วัฒนธรรมองค์กร

Sustainable Innovative Business Development in
Harmony with the Environment and Society

Employee Culture

วัฒนธรรมพนักงาน

To be virtuous, knowledgeable,
and contributive to others

Message from the President

*Bangchak Corporation Public Company Limited (BCP) has adhered to **“Sustainable business development in harmony with the environment and society”** from the very first day, in addition to upholding employee culture-to be virtuous, knowledgeable and contributive to others. BCP has thrived on these core principles.*

*Being one of the stakeholders in part taking of our success, BCP strongly encourage our suppliers to conduct sustainable business model in line with the Company’s philosophy and operations. We, therefore, provide our suppliers with the **“Supplier Code of Conduct for Sustainable Business Development”**, guidelines on Environment, Social and Governance aspects (ESG).*

BCP is looking for full cooperation from our suppliers to this code of conduct paving the way to achieve sustainable business growth together.



Mr.Chaiwat Kovavisarach
Group Chief Executive Officer and President,
Executive Director, Director with Authorized
Signature
(1 August 2024)

Preface

There are many terms that refer to sustainable development, for instance, Corporate Social Responsibility and Corporate Citizenship, but the goals and concerns remain the same. It aims to establish businesses that thrive continuously (economic), benefit society (social), and minimizes adverse effects on the environment (environmental).

Operating business in harmony with environment (E), society (S) and governance (G) have been the main principles BCP adhere to for 40 years. The ESG are internationally accepted as ways towards achieving sustainable development. A concrete example is ISO 26000, the guideline for Corporate Social Responsibility known as CSR. BCP has adapted this guideline to enhance our operation in creating more values to our stakeholders both inside and outside the BCP. As well as encouraging supplier to have a policy and practice guidelines about sustainable procurement. Such operations have five aspects as follows:

- 1. Business Ethics*
- 2. Labor Practice and Human Rights*
- 3. Safety and Occupational Health*
- 4. Environment*
- 5. Social Development Participation*



BCP believes that business operations that take into consideration these responsibilities to stakeholders, as expanded in the “Supplier Code of Conduct for Sustainable Business Development” will help suppliers grow and be more sustainable.

Note

- The term “Supplier” refers to any individual, entity, or organization that provides products or services to the Bangchak Group, regardless of the type or nature of such products or services.
- These requirements are based on internationally recognized principles and practices. Suppliers shall conduct their business ethically, comply with all applicable laws, regulations, and other legal requirements, and respect internationally recognized human rights, as well as the fundamental principles and rights at work.
- Suppliers may maintain their own sustainability-related policies, requirements, and management processes that are equivalent to or more stringent than the Bangchak Group’s SCOC. In such cases, following the Bangchak Group’s review and verification, Suppliers may comply with their own policies, requirements, and management processes in lieu of the Bangchak Group’s SCOC. Any violation of, or failure to comply with, such policies, requirements, or management processes shall be deemed a violation of the Bangchak Group’s SCOC.

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Business Ethics

1.1 Good governance

Our suppliers have to comply with the rules and regulations relating to business conduct, adhering to accountability, transparency, and auditability under the principles of good governance to their stakeholders.

1.2 Fair operating practice

Our suppliers are committed to fair treatment and responsibility for their stakeholders in addition to operating businesses under fair competition rules.

1.3 Information disclosure

Suppliers shall keep Bangchak Group's information confidential and shall not use or disclose such information without prior authorization from Bangchak Group. Suppliers shall also respect and not infringe upon the confidential information of others. In addition, Suppliers shall establish appropriate measures to control the access, use, storage, transmission, and disposal of Confidential Information to prevent unauthorized access, use, disclosure, modification, or destruction. In the event of any actual or suspected incident involving the leakage, loss, unauthorized disclosure, or unauthorized access to Confidential Information, the Supplier shall promptly notify the Company within the timeframe specified by the Company, take appropriate measures to mitigate the impact, and prevent similar incidents from recurring.



Business Ethics

1.4 Intellectual property

Our suppliers shall respect and not violate others' intellectual property and set measures to prevent such violations.

1.5 Conflict of interest

Bangchak group upholds business ethics and is aware that without ethics a sustainable business cannot be realized. Suppliers, as a result, are expected to follow the same principle – refraining from all conduct that causes a conflict of interest between our partners and Bangchak group personnel.



Business Ethics

1.6 Anti-corruption

Our suppliers shall not encourage misconduct and corruption by enforcing anti corruption policies and measures while promoting internal control and internal audit. In addition, our suppliers have to cooperate with Bangchak group in suppressing misconduct and corruption and participating in the declaration of the Thai private sector opposing any kind of misconduct and corruption.

1.7 Code of Conduct Policy compliance

Our suppliers must strictly adhere to ethical business practices without engaging in corruption, bribery, or illegal activity. This includes refraining from providing benefits or banquets to Bangchak group employees or their relatives on any occasion and refraining from doing business with them to connect with Bangchak group's business operations.



Business Ethics

1.8 Personal data protection

Our suppliers are required to fully abide by all applicable laws on the protection of personal data, including policies, requirements, rules, or regulations relating to the collection, use, and disclosure of personal data as well as providing appropriate protective measures.

In this regard, personal data will be collected, used, and disclosed as necessary and in accordance with applicable laws, policies, requirements, rules, or regulations.

Our suppliers are required to ask for permission to disclose the personal information of agents, employees, or other individuals who work for Bangchak group.



Business Ethics

1.8 Personal data protection (continued)

For the case of disclosure of personal data requiring consent from such person and in the event that Bangchak group must obtain consent for the collection and use of the personal information of such persons in accordance with the law on personal data protection, our suppliers are required to obtain consent and notify such person on behalf of BCP for the collection and use of such personal data for the purpose of performing the contract with Bangchak group. Furthermore, our suppliers must maintain and protect information, networks, and online systems which are used in business operations to ensure safety, which is in accordance with laws and regulations related to cybersecurity.



Business Ethics

1.9 No gift policy

Bangchak group has announced a No Gift Policy of all kinds and regardless of value throughout all festivals and occasions, to comply with good corporate governance and create good norms in business operations. Bangchak group has asked for cooperation from suppliers in refraining from giving gifts to executives, employees, and those who work on behalf of the company and its subsidiaries during festivals and on any other occasion to conduct business with transparency and without anticipating any other unethical benefits in return.



Business Ethics

Labor Practice and Human Rights

2.1 Labor Law Compliance

Our suppliers have to completely comply with labor laws and human rights.

2.2 Equitable Treatment

Our suppliers must respect their employees and treat them fairly and equally. They must not violate human rights, use forced labor, or engage in discrimination, regardless of differences in nationality, religion, gender, including LGBTQ+ diversity, age, education, beliefs, disabilities, or any other factors. They are obligated to respect the right to collective bargaining and the freedom of association, including the right to join or not to join associations, unions, or various organizations as provided by law.

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นโยบายความรับผิดชอบต่อธุรกิจ
ต่อการเคารพสิทธิมนุษยชน

Labor Practice and Human Rights

2.3 Labor Protection

Our suppliers, as employers, are responsible for the protection of their employees as stated in related laws. The supplier's employees must be at least 18 years old. In the case of vulnerable groups (if any) such as workers aged between 15 and 18, women, and workers with disabilities, if unavoidable, they have to be protected, including their wages and other benefits and rights, in accordance with labor laws.

2.4 Labor Force

Our suppliers shall not force their labors in any form of forced labor that include physical punishment, threat, detention, intimidation, harassment, humantrafficking, or violence. In addition, suppliers shall have a complaint handling system with appropriate mechanisms, including keeping the complainant's information confidential.

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ต่อการเคารพสิทธิมนุษยชน

Labor Practice and Human Rights

2.5 Wages, Fringe Benefits and Working Hours

Our suppliers shall strictly follow related laws about wages, overtime fees, remunerations, working hours, and welfare according to laws on time and also equal pay for equal work. In addition, suppliers must not force employees to work overtime longer than specified by laws. if necessary, this must be voluntary.

2.6 Termination of Employment

In case of employment termination, our suppliers have to follow related legislation with fairness.

2.7 Human Rights Practices

Suppliers should provide appropriate training, capacity building, communication, and awareness programs to promote employees and relevant stakeholders understanding of labor standards and human rights principles. Suppliers should also establish appropriate processes to monitor, review, and oversee compliance with such principles, and take appropriate corrective and preventive actions where any non-compliance or potential human rights violations are identified.

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นโยบายความรับผิดชอบต่อสังคม
ต่อการเคารพสิทธิมนุษยชน

Safety and Occupational Health

3.1 Safety and Workplace Environment

*Our suppliers shall strictly follow laws related to safety and occupational health, providing a healthy and safe work environment to reduce and control the effect of injuries/ illness/ incidents and emergency cases. In addition, suppliers should encourage their employees, **agents, contractors, subcontractors, and relevant parties** to raise safety concerns without fear of retaliation.*

3.2 Personal Protective Equipment (PPE)

*Our suppliers shall provide their employees, **agents, contractors, subcontractors, and relevant parties** with suitable and sufficient personal protective equipment appropriate for their line of work.*

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Safety and Occupational Health

3.3 Emergency Response Preparedness

*Our suppliers shall identify and evaluate any emergency situations, including preparing emergency plans and response procedures, and continuously provide training to their employees, **agents, contractors, subcontractors, and relevant parties** to ensure that they understand, take appropriate actions, and act safely when an emergency occurs.*

Our suppliers must report to Bangchak group immediately in the event of an emergency (e.g., spills, fires, complaints, non-compliance with the license, etc.) that may affect Bangchak group during operations or in the area of responsibility of Bangchak group.

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Environment

4.1 Laws, rules, and regulations compliance

Our suppliers must fully adhere to the requirements of the factory license or other pertinent permits. In compliance with the law, they should have environmental management systems, such as waste management systems, effluent quality control systems, and air quality control systems to achieve pollution prevention and waste management by management/disposal of by-products in business operations such as air pollutants (e.g., particulate matter, lead, sulfur dioxide, etc.), sewage, and solid waste (including non-hazardous and hazardous waste). Moreover, they should support the development of environmental management to achieve the Green Industry Level 2 (GI Level 2) onwards.

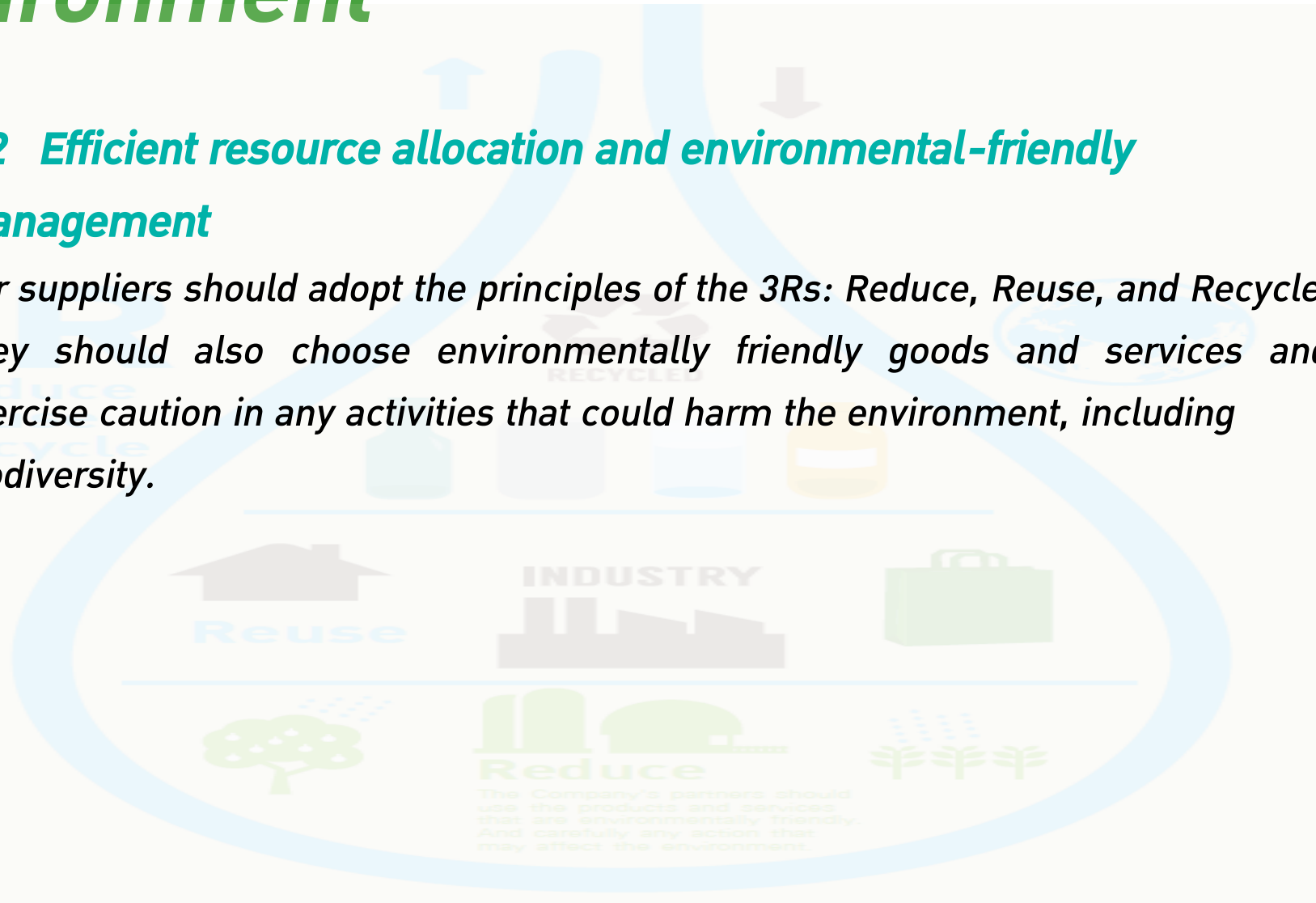


Environment

4.2 Efficient resource allocation and environmental-friendly management

Our suppliers should adopt the principles of the 3Rs: Reduce, Reuse, and Recycle. They should also choose environmentally friendly goods and services and exercise caution in any activities that could harm the environment, including Biodiversity.

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Environment

4.3 Development of strategies to mitigate and prevent environmental impacts

Our suppliers should promote energy efficient practices throughout the whole value chain, whether in the areas of purchasing raw materials, manufacturing, transportation, or services. They ought to assist in creating the GHG Inventory and promote adopting policies that will lessen greenhouse gas emissions and the effects of climate change. In addition, they should priorities the protection of forests, ecosystems, and biodiversity by avoiding to conduct business in areas designated as World Heritage Site by UNESCO and protected areas defined by the International Union for Conservation of Nature (IUCN). Furthermore, they should avoid activities that lead to deforestation.



Social Development Participation

Our suppliers should conduct business with consideration for the potential impacts on communities, society, and environment. They should participate in enhancing the quality of life and improving the well-being of communities, society, and vulnerable groups. This includes supporting and promoting communal and societal activities, as well as public benefit activities, taking into account appropriateness and sustainable benefits received by society and communities.

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Supplier Acknowledgement Form

*I have read, comprehended, and agreed to abide by Bangchak group's Supplier Code of Conduct for Sustainable Business Development. I'm prepared to do so in all regards related to sustainable business operations **including committing to encourage its own suppliers to adhere to and comply with the principles of this Supplier Code of Conduct.** I will keep evidence of compliance with this guideline and deliver it to Bangchak Group as requested.*

Company name	
Name - Surname	
Position	
Address	
Signature	
Date	



The document must be signed by authorized signatories and affixed with the company seal.

Please send a completed form to po_admin@bangchak.co.th

For more information, please contact the Procurement Management Department, Bangchak Corporation Public Company Limited

Tel. 02 335 4302.



Contact Information

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