



Code of Conduct for Business Partners

Triple i Logistics Public Company Limited (hereinafter referred to as the “Company”) is committed to sustainable business operations by prioritizing principles of good corporate governance and taking into consideration all of its stakeholders, in order to ensure that the Company experiences growth in conjunction with balanced social and environmental development. Therefore, to achieve such goals, the Company considers it an important factor that it carries out its business operations with its partners, considered as one of the Company’s stakeholders, in a sustainable manner.

The Company, therefore, has established this Code of Conduct for Business Partners to act as an operating framework that can create confidence among its business partners and able to operate in accordance with the stated guidelines that are consistent with the Company’s intentions. Additionally, it is also intended to be an opportunity for the Company and its partners to participate in social and environmental development issues to jointly create sustainable growth in a collaborative manner.

Guidelines for partners can be classified into 5 main topics, as follows:

1. Business ethics.
2. Compliance with human rights and labor requirements.
3. Establishing the necessary occupational health and safety requirements.
4. Compliance with relevant environmental standards.
5. Responsibility towards the community and society.

1. Business Ethics

- 1.1 Business partners must conduct their business based on integrity, honesty, transparency and compliance with the related regulations or laws.
- 1.2 Business partners must treat their competitors within the framework of fair competition and refrain from seeking their competitors’ confidential information through dishonest or inappropriate means.
- 1.3 Business partners must provide its full cooperation with the Company in combating all forms of corruption and will not demand, receive, offer or promise to offer gifts, assets or any other benefits, to related persons.
- 1.4 Business partners must not engage in any activities that may be considered a conflict of interest with the Company.
- 1.5 Business partners are expected to conduct their businesses in accordance with the intellectual property laws, rules or regulations and must not infringe on the intellectual property of others.
- 1.6 Business partners must at all times maintain the Company’s confidential information or of those involved, during the performance of its duties as agreed upon.
- 1.7 Business partners must establish a channel for reporting incidents or complaints from stakeholders and provide a monitoring process along with maintaining information and protecting complainants.
- 1.8 Business partners must establish an effective system for determining and evaluating risks of its employees, production activities, as well as risks that affect the ability to deliver products and services. Training must also be provided to its employees on a regular basis to ensure that they are well-prepared to deal with any critical situations. In this regard, should any incident occur, that may affect the Company’s operations, the partners are required to report the incident to the Company immediately.

2. Compliance with human rights and labor requirements.

- 2.1. Business partners are required to strictly comply with the related labor laws and human rights principles of each country in which they operate, based on equality and mutual respect without discrimination due to differences in race, origin, religion, belief, sexual diversity, skin color, language, ethnicity, social status, or any other type of status, against all stakeholders in every area where the business partners operate.
- 2.2. Business partners must conduct their business without using any form of forced labor, in terms of physical harm, coercion, detention, human trafficking, violations and any use of violence, either directly or indirectly, against all stakeholders.
- 2.3. Business partners must conduct their business without the use of underage child labor as specified in the laws of each country in which they operate.
- 2.4. Business partners must treat employees equally, free from any discriminatory practices, as well as promote and attract diverse and differing personnel, in terms of knowledge, abilities, skills, experience and the various attributes that are necessary for the work.
- 2.5. Business partners must not force employees to work longer than the period specified by each country's laws, and must provide fair wages, welfare, and benefits, that are in compliance with the related laws, as well as refrain from rescinding the employment contract without justifiable reasons.

3. Establishing the necessary occupational health and safety requirements.

- 3.1. Business partners must strictly comply with the related occupational health and safety laws of each respective country in which they operate.
- 3.2. Business partners must establish a process to provide safe services which complies with the established safety standards that cover both employees and their partners, in order to manage and prevent illnesses and accidents that may be caused by their work.
- 3.3. Business partners must have a system to inspect, monitor and evaluate operations related to occupational health and safety with transparency and ethics.
- 3.4. Business partners must promote and established a safety culture and provide training on risk assessment and control, as well as safety standards and laws, for its employees and related parties.

4. Compliance with relevant environmental standards.

- 4.1. Business partners are required to comply with legal and strict environmental requirements and standards in each respective country in which they operate.
- 4.2. Business partners must establish measures to prevent and reduce environmental impacts resulting from production processes, storage, transportation and disposal, throughout the goods and services value chain, that result from the energy, water, waste, and pollution management, as well as the management of greenhouse emissions, all of which are considered as a part of the business operations.
- 4.3. Business partners must establish an effective system for monitoring risks and reporting information related to the environment in a transparent and ethical manner.



4.4. Business partners must promote awareness of environmental and climate management among executives at all levels, including employees, customers, partners, and related stakeholders.

5. Responsibility towards the community and society.

5.1 Business partners must respect the rights and opinions of community members in the areas where the Company operates.

5.2 Business partners must establish the necessary communication channels, understanding and cooperation to support activities that are beneficial to the public, as well as activities that promote the well-being of the community, to build a strong relationship with the community on a regular basis.

This policy will be effective from November 8, 2023, with the approval of the Board of Directors at the Meeting No. 6/2023.