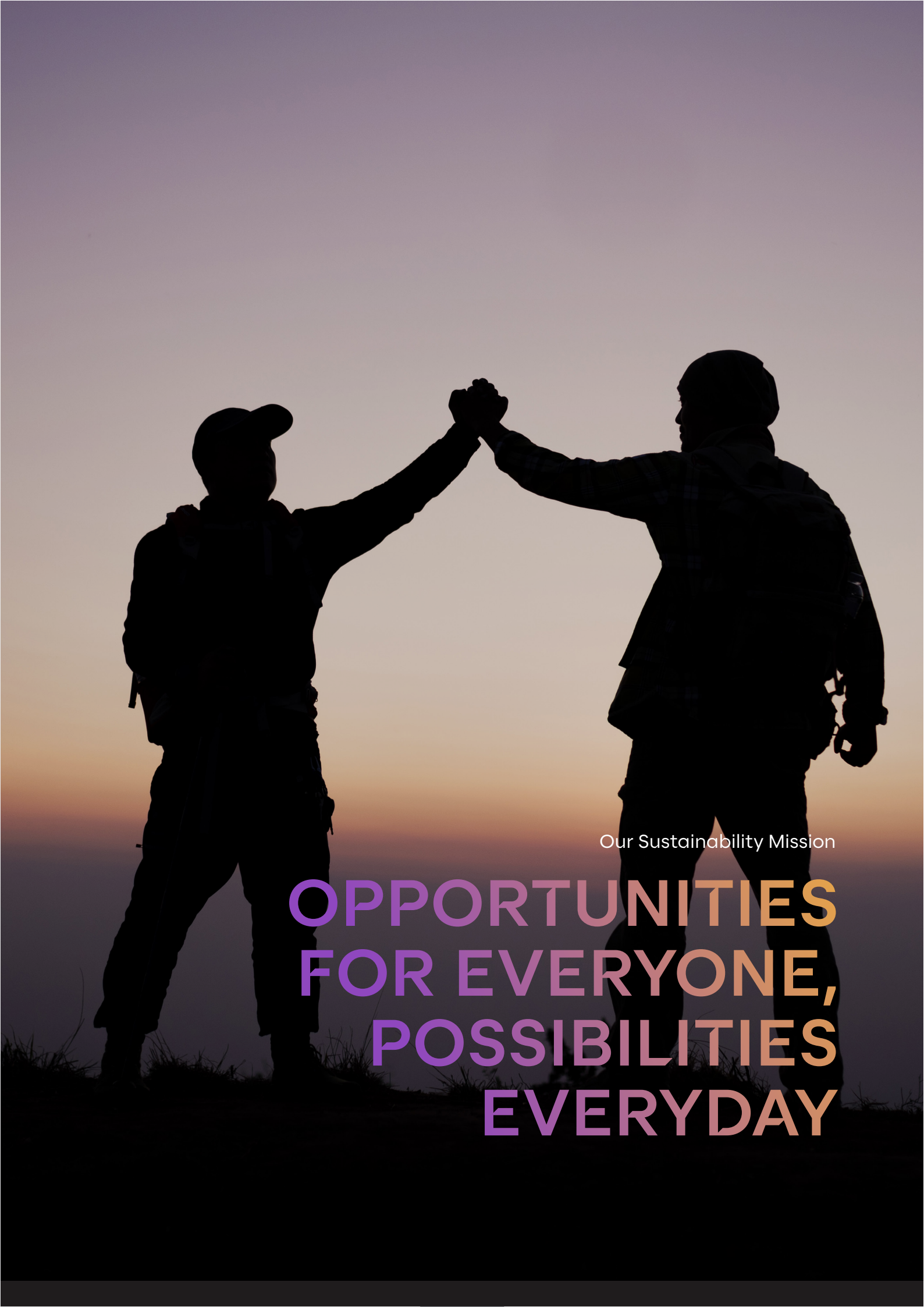


SCB^x



SCB^x Group
**SUPPLIER
CODE OF CONDUCT**

www.scbx.com



Our Sustainability Mission

**OPPORTUNITIES
FOR EVERYONE,
POSSIBILITIES
EVERYDAY**

TABLE OF CONTENTS

	Page
1. SCB^X GROUP PHILOSOPHY AND CODE OF CONDUCT	4
2. SCOPE	4
3. DEFINITION	4
4. SCB^X GROUP SUPPLIER CODE OF CONDUCT (REQUIREMENTS)	
4.1 BUSINESS ETHICS	5
4.2 LABOR AND HUMAN RIGHTS	5
4.3 OCCUPATIONAL HEALTH AND SAFETY	6
4.4 ENVIRONMENTAL MANAGEMENT	7

SCB^X GROUP SUPPLIER CODE OF CONDUCT

1. SCB^X GROUP PHILOSOPHY AND CODE OF CONDUCT

SCB X Public Company Limited (“the Company”), the parent company of the SCB^X financial business group (“SCB^X Group”), is committed to conducting business with integrity under good corporate governance principles along with its determination to create a balance between the economy, society, and the environment according to sustainable development guidelines, which are in line with the SCB^X Group’s Code of Conduct. At the same time, the Company intends to encourage its suppliers who are key stakeholders in the business operations of the SCB^X Group to apply these principles and guidelines to conduct their businesses responsibly.

For this reason, the Company has established an “SCB^X Group Supplier Code of Conduct”¹ (Supplier Code of Conduct), which covers good practices for SCB^X Group suppliers in four areas:

1. Business Ethics
2. Labor and Human Rights
3. Occupational Health and Safety
4. Environmental Management

In the event that a business partner fails to comply with the Supplier Code of Conduct, the SCB^X Group reserves the right to take action against that partner by considering the impact and damage caused.

2. SCOPE

The SCB^X Group Supplier Code of Conduct applies to all suppliers to SCB^X Group, including SCB X Public Company Limited and all SCB^X's affiliates, both domestic and international.

3. DEFINITION

“Suppliers” refers to distributors, contractors and/or service providers, including the sub-contractors of such suppliers, contractors and/or service providers for the SCB^X Group

¹ SCBX Group Supplier Code of Conduct : Learn More Here

4. SCB^X Group Supplier Code of Conduct (Requirements)

4.1 Business Ethics

Compliance with laws and regulations

Respect and strictly comply with applicable laws, rules, and regulations in the countries where suppliers operate, which include but are not limited to laws related to international trade, anti-competition, protection of confidential information, protection of intellectual property rights, and registration and/or licenses needed to conduct business as required by law.

Business integrity

Conduct business based on integrity, honesty, transparency, and ethics, not committing any act that is corrupt, involves bribery or the offering or accepting of money, property, gifts, or any other advantage, including gaining an advantage over others in order to induce oneself or another person to receive an improper advantage.

Fairness

Conduct business responsibly, treat all parties with fairness and respect, take into account the interests of the persons with whom they are related and not commit any act that obstructs fair price competition.

Disclosure

Disclose information accurately and completely as required by law.

Confidentiality

Maintain, protect, and prevent leakage of confidential information of the SCB^X Group, including not disclosing or using confidential information of the SCB^X Group, its customers and related parties or suppliers for one's benefit and/or permitting the use of confidential information for oneself or any person without their consent in any case that is contrary to the laws, rules, and regulations of relevant public agencies.

Intellectual Property Rights

Respect the intellectual property rights of the SCB^X Group and others, not infringing and/or distributing such intellectual property without permission or consent, and use intellectual property only for the purposes agreed upon in any Agreement.

4.2 Labor and Human Rights

Non-discrimination

Treat employees with respect, equality, and fairness, taking into account human dignity, and do not discriminate against employees based on their race, color, sex, gender, age, language, religion, ethnicity, education, marital status, pregnancy, disability, political opinion or social status.

Labor Protection

Be responsible for and protect workers strictly as required by law, such as:

- Not employing children under the age legal for work.
- Not exposing female workers to work in a manner that is likely to endanger their health and safety. In the case of pregnant women, they must be provided with the protection and benefits required by law.
- In the case of employing foreign workers, they must be employed under the law correctly and completely.
- Not committing unfair termination: proceed with termination at each step under the labor law and comply with the rules of severance pay and other compensation related to termination at the rate specified by law.

Unforced Labor

Operate business free from all forms of forced labor, including not using and/or not benefiting from forced, involuntary or slave labor, corporal punishment, coercion, incarceration, intimidation, harassment, and human trafficking, or any form of violence.

Wages and Benefits

Proceed to pay wages, overtime pay, and holiday pay, including proceeding according to the rights and benefits that employees are entitled to correctly and fairly, not lower than the rate specified by law, and employees must receive their pay without delay.

Duration of Work

Employees are not allowed to work for any period longer than that required by law. Overtime or holiday work must be on a voluntary basis, and employees must be entitled to holidays and leave time not less than what is required by law.

4.3 Occupational Health and Safety

Compliance with occupational health and safety laws

Strictly comply with the laws, requirements, and regulations related to occupational health and safety of each country in which the Company operates.

Safety and working environment

Organize actions for the safety of employees and those involved by providing a safe and hygienic working environment, reducing, and controlling the risks of accidents, emergencies, injuries, illnesses and/or health effects that may arise from operations, transportation, and services, as well as establishing guidelines for controlling emergency situations to lessen losses.

Personal protective equipment

Provide adequate, appropriate, available, and risk-compliant personal protective equipment for workers and ensure that workers use the equipment properly while performing tasks.

4.4 Environmental Management

Compliance with environmental laws

Strictly comply with applicable laws, requirements, rules, and regulations related to the environment, and keep current all required environmental permits, approvals, and registrations.

Environmentally responsible business operation

Operate with care for the environment by reducing environmental impacts due to business activities along with the efficient and effective use of natural resources under the 3R guidelines, as follows:

- Reduce: To reduce the use of resources.
- Reuse: To reuse used resources.
- Recycle: To reuse recycled resources.

Operate in a manner that protects the environment by making efforts to meet industry best practices and standards for the efficient use of natural resources and reduction of energy use, greenhouse gas (GHG) emissions, and waste; and seek ways to improve energy efficiency.

Sector-specific requirement

The SCB^X Group is committing to achieving Net Zero in our own operations by 2030; therefore, we have established sector-specific requirements for GHG-intensive sectors to seek partnership and collaboration within our supply chain to reduce our GHG emissions and to ensure that the operations of our suppliers align with our Net Zero commitment.

Sectors with high GHG emissions, such as logistics, are expected to have an environmental policy that considers all applicable national and international environmental laws and regulations on climate change.





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