



## Supplier Code of Conduct

Euroasia Total Logistics Public Company Limited

And its Subsidiaries

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**Supplier Code of Conduct**  
**Euroasia Total Logistics Public Company Limited and its subsidiaries**

## 1. Objectives and Scope

Euroasia Total Logistics Public Company Limited (ETL) and its subsidiaries are committed to conducting their business in accordance with the highest standards of ethics, social responsibility, and environmental stewardship. This Supplier Code of Conduct (SCoC) has been established to define the minimum requirements and guidelines that all suppliers, contractors, subcontractors, and service providers conducting business with ETL are expected to comply with.

This Code of Conduct is based on the principles of the United Nations Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights (UNGPs), and the International Labor Standards (ILS) of the International Labour Organization. It applies to all suppliers, contractors, employees, the parent company, subsidiaries, affiliated companies, and subcontractors. ETL expects all suppliers and contractors to disseminate and communicate this Code of Conduct to their personnel and business partners in a local language that is clear, easily understandable, and accessible at all levels.

## 2. Guidelines

### 2.1 Compliance with Laws and Regulations

Suppliers and contractors must comply with all applicable laws, regulations, and rules at all levels, both domestic and international. This includes relevant treaties and international agreements concerning labor rights, human rights, environmental protection, and anti-corruption. In addition, suppliers and contractors must possess valid licenses and legally required certifications for their operations, and must ensure that none of their activities violate any laws or the requirements set out in this Code of Conduct.

### 2.2 Human Rights and Labor Standards

#### 2.2.1. Freedom of Association and Collective Bargaining

Suppliers and contractors must respect the rights of all employees to form and join labor unions of their choice, to engage in collective bargaining, and to participate in

lawful union activities without discrimination, intimidation, or retaliation. Employees must be free to choose their representatives and negotiate with management independently.

#### **2.2.2. Prohibition of Forced Labor**

Suppliers and contractors must not use any form of forced labor, including bonded labor, prison labor, or any coerced labor. They must not be involved in or contribute to human trafficking and must ensure that recruitment processes are free from exploitation. No recruitment fees or any related charges may be imposed on workers.

#### **2.2.3. Prevention of Human Trafficking**

Suppliers and contractors must not engage in human trafficking and must implement preventive measures within their supply chains. Recruitment practices must be transparent and fair, and no fees or costs of any kind may be charged to workers.

#### **2.2.4. Harassment, Harsh Treatment, or Inhumane Practices**

Suppliers and contractors must provide a working environment free from harassment, violence, or unfair treatment of any kind—whether verbal, psychological, or physical. Any behavior that intimidates employees or violates their dignity and respect as human beings is strictly prohibited.

#### **2.2.5. Prevention of Sexual Exploitation and Abuse**

Suppliers and contractors must prohibit all forms of sexual exploitation and abuse, including engaging in sexual acts with individuals under the age of 18, exchanging goods, services, or benefits for sexual favors, or any conduct considered exploitative or degrading. Proactive preventive measures must be established, along with safe reporting channels.

#### **2.2.6. Child Labor**

Suppliers and contractors must not employ workers below the legal minimum working age, or under 14 years old—whichever is higher. Individuals under the age of 18 must not be assigned work that is hazardous to their health, safety, or moral well-being.

#### **2.2.7. Non-Discrimination and Equal Opportunity**

Suppliers and contractors must ensure that employment decisions—such as hiring, promotion, training, compensation, and termination—are based solely on ability and qualifications. Discrimination based on race, color, gender, gender identity, religion,

political opinion, ethnicity, social origin, disability, age, or any other status protected by law is strictly prohibited.

#### **2.2.8. Wages, Working Hours, and Working Conditions**

Suppliers and contractors must pay wages no less than the legal minimum or prevailing industry standards and must pay workers in legally compliant forms and within clearly defined pay periods. Overtime, benefits, rest days, and leave entitlements must be provided in accordance with applicable laws, and working hours must allow employees reasonable rest and time off.

### **2.3. Health and Safety**

#### **2.3.1. Workplace Safety**

Suppliers and contractors must provide a safe and hazard-free working environment. This includes maintaining machinery, equipment, and operational processes in a way that prevents foreseeable risks to health or safety.

#### **2.3.2. Risk Prevention and Training**

Suppliers and contractors must identify potential hazards, assess risks, and implement preventive measures to mitigate such risks. Employees must receive appropriate occupational safety training, and personal protective equipment must be provided when necessary.

#### **2.3.3. Emergency Preparedness**

Suppliers and contractors must establish and maintain emergency response plans, including evacuation procedures, fire prevention measures, and first-aid equipment, to ensure the safety of employees in unexpected situations.

### **2.4. Environmental Responsibility**

#### **2.4.1. Compliance with Environmental Laws**

Suppliers and contractors should comply with all applicable environmental laws, regulations, and standards. They should also maintain effective environmental management systems to ensure ongoing compliance and promptly address any identified violations.

#### **2.4.2. Environmental Policy and Management Systems**

Suppliers and contractors should establish an environmental policy that reflects their commitment to sustainability and responsible resource use. This policy should be supported by a management system that defines objectives, monitors performance, and drives continuous improvement in environmental efficiency.

#### **2.4.3. Efficient Resource Use and Conservation**

Suppliers and contractors should reduce the consumption of energy, water, and raw materials by adopting efficient technologies, improving production processes, and promoting conservation throughout all operational stages.

#### **2.4.4. Pollution Prevention and Emissions Control**

Suppliers and contractors must implement measures to minimize and prevent pollution, including controlling emissions of chemicals, particulates, fumes, or greenhouse gases. All emissions must be monitored and treated prior to release into the environment, in accordance with applicable laws and standards.

#### **2.4.5. Wastewater and Waste Management**

Suppliers and contractors should monitor, control, and treat wastewater and waste generated from operations before discharge or disposal. Waste should be minimized at the source, with emphasis on reuse and recycling.

#### **2.4.6. Chemical and Hazardous Materials Management**

Suppliers and contractors must identify, manage, store, transport, reuse, recycle, and dispose of chemicals and hazardous materials safely and legally. All such materials must be clearly labeled and safeguarded with appropriate risk-prevention measures.

#### **2.4.7. Sustainable Product and Packaging Design**

Suppliers and contractors should consider environmental impacts from the design stage of products and packaging, selecting materials and processes that reduce waste, enhance recyclability, and minimize the use of non-renewable resources.

#### **2.4.8. Climate Impact and Carbon Reduction**

Suppliers and contractors should measure and manage greenhouse gas (GHG) emissions and may reference international standards such as the Paris Agreement. They should work towards reducing emissions through improved energy efficiency, use of renewable energy, and support for climate-friendly supply chain practices.

#### 2.4.9. Protection of Biodiversity and Ecosystems

Suppliers and contractors must take actions to protect biodiversity and natural habitats affected by their operations. They must avoid involvement in deforestation, habitat destruction, or ecosystem degradation.

### 2.5. Ethical Business Conduct

#### 2.5.1. Anti-Corruption and Anti-Bribery

Suppliers and contractors must conduct business with honesty and integrity. They must not engage in corruption, bribery, extortion, fraud, or any unfair business practices. All transactions must be transparent and accurately recorded.

#### 2.5.2. Anti-Money Laundering and Financial Record-Keeping

Suppliers and contractors must strictly comply with all applicable anti-money-laundering laws and regulations. They must maintain accurate, complete, transparent, and auditable financial accounts, records, and reports to support lawful and ethical business operations.

#### 2.5.3. Fair Competition

Suppliers and contractors must comply with all applicable competition and antitrust laws. Business must be conducted fairly and transparently, without actions that restrict or distort market competition. They are also expected to promote free and fair competition in their operations.

#### 2.5.4. Compliance with Trade Laws and Regulations

Suppliers and contractors must fully comply with domestic and international trade laws, including export controls, sanctions, and customs regulations. They must obtain all required licenses and certifications and ensure that none of their owners, beneficiaries, agents, or subcontractors appear on restricted or sanctioned lists.

#### 2.5.5. Conflicts of Interest

Suppliers and contractors must disclose any actual or potential conflicts of interest that may affect impartiality or business relationships with ETL.

#### 2.5.6. Gifts and Hospitality

Suppliers and contractors must refrain from offering gifts, hospitality, or any benefits intended to improperly influence business decisions.

## 2.6. Transparency, Accountability, and Compliance

### 2.6.1. Data Protection, Security, and Disclosure

Suppliers and contractors must comply with all applicable data protection and information security laws and standards. They must manage personal data of customers, consumers, employees, and shareholders responsibly and securely throughout its lifecycle—from collection, recording, processing, storage, and transfer to deletion.

They must protect the confidentiality, integrity, and availability of information; use confidential information appropriately; avoid disclosure of non-public information; and strictly follow contractual obligations.

### 2.6.2. Reporting Misconduct

Suppliers and contractors must immediately report any suspected violations of law, unethical behavior, breaches of this Supplier/Contractor Code of Conduct, or irregularities affecting the business relationship with ETL. Reports must be made transparently through ETL's designated reporting channels, and all complaints will be handled appropriately and fairly.

## 2.7. Responsible Business Relationships

### 2.7.1. Communication with Business Partners

Suppliers and contractors must communicate with business partners and stakeholders openly, transparently, and responsibly. They must also communicate ethical and compliance standards to subcontractors and business partners and ensure that these obligations are clearly included in contracts.

### 2.7.2. Respect and Duty of Care

Suppliers and contractors must conduct business with respect for communities, society, and the environment. They must treat stakeholders fairly, avoid causing harm, and implement measures that protect health, safety, and quality of life. Operations should create positive social impact without violating fundamental rights or causing environmental damage.

## 2.8. Sustainability and Risk Management

### 2.8.1. Community Engagement

Suppliers and contractors should engage with and support the local communities in which they operate through programs that improve quality of life, education, health, and well-being, as well as sustainable development initiatives. Such activities should be inclusive, culturally respectful, and aligned with the UN Sustainable Development Goals (UN SDGs).

### 2.8.2. Business Continuity Planning

Suppliers and contractors should develop appropriate business continuity plans to ensure operational resilience in unexpected events such as natural disasters, accidents, cyberattacks, or business crises. These plans should include impact prevention, recovery measures, and communication procedures to ensure timely and effective restoration of operations.

## 3. Whistleblowing and Complaint Channels

Euroasia Total Logistics Public Company Limited and its subsidiaries are committed to conducting business with transparency, accountability, and good corporate governance. To support this commitment, ETL has established confidential reporting channels that allow suppliers, contractors, employees, and stakeholders to raise concerns or report improper conduct, unethical behavior, human rights violations, or non-compliance with this Code of Conduct.

Suppliers and contractors will be protected when reporting in good faith, and ETL strictly prohibits any form of retaliation. All complaints will be taken seriously, investigated promptly, and handled confidentially. Reports may be submitted through the following channels:

- Through the company's whistleblowing and complaint submission page on the official website [[www.etl.co.th/contact](http://www.etl.co.th/contact)]
- By mail addressed to the Complaint Recipient: Chairman of the Audit Committee, Chief Executive Officer, Company Secretary, or Human Resources Department



#### 4. Monitoring and Compliance

ETL reserves the right to assess supplier and contractor compliance with this Code of Conduct through audits, questionnaires, or site visits. Suppliers and contractors must provide accurate, complete, and timely information when requested and fully cooperate in all assessment processes. If non-compliance is identified, ETL may require a corrective action plan and monitor progress. Continued non-compliance may result in suspension or termination of the business relationship.

#### 5. Continuous Improvement

ETL encourages suppliers and contractors to pursue continuous improvement in ethical, social, and environmental performance. Suppliers and contractors should implement management systems that support compliance with this Code, including training programs, capacity building, and encouraging subcontractors to adopt responsible practices.

#### 6. Acknowledgement

By entering into a business relationship with ETL, suppliers and contractors acknowledge and agree to comply with the principles outlined in this Supplier/Contractor Code of Conduct. They commit to integrating these standards into their operations and supply chains, demonstrating integrity, respect for human rights, environmental responsibility, and ethical business conduct.



### Certificate of Acceptance and Compliance

I, the undersigned, hereby certify that I have read and understood the Supplier/Contractor Code of Conduct ("SCoC") of Euroasia Total Logistics Public Company Limited ("ETL") and agree to fully comply with all requirements. I accept responsibility for communicating and ensuring that all employees, workers, contractors, and relevant personnel under my supervision adhere strictly to the SCoC. I also agree to allow ETL to conduct audits, assessments, or site visits to evaluate compliance.

Company / Legal Entity Name / Full Name of Supplier or Contractor:

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Address: .....

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Tel: ..... E-mail Address: .....

Authorized Signature and Company Seal (if applicable)

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(.....)

Authorized Signatory

Designation: .....

Date: ..... / ..... / .....