



Licensed Rights Holder

## Plan B Media Public Company Limited

1700 Plan B Tower, New Petchburi Road, Makkasan, Ratchathewi, Bangkok 10400  
Tel. + 662 530 8053-6 Fax. + 662 530 8057 E-mail: info@planbmedia.co.th Tax ID. 0107556000507  
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## INTRODUCTION

The management of environmental, social, and governance (ESG) issues in the supply chain is a process that aims to enhance confidence and relationships with all stakeholders. Plan B Media Public Company Limited (hereinafter referred to as "**the Company**") and its subsidiaries strongly believe that incorporating ESG considerations into supply chain management will lead to long-term value creation with business partners and improve operational efficiency, thereby enhancing the Company's competitive advantage.

To ensure that the Company's supply chain management is conducted appropriately and responsibly, the Company has developed this Supplier Code of Conduct. This code sets guidelines for sustainable business practices between the Company and all its business partners, while also establishing standards and practices for business collaboration with the Company throughout the working process. The Supplier Code of Conduct focuses on developing working standards in the following five key areas:

- 1) Business Ethics
- 2) Labor Practices and Human Rights
- 3) Occupational Health and Safety
- 4) Environmental Impact
- 5) Community Engagement

The Company firmly believes that conducting business responsibly with its business partners, according to the guidelines outlined in the Supplier Code of Conduct, will result in sustainable growth for both parties.



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## BUSINESS ETHICS FOR SUSTAINABLE BUSINESS DEVELOPMENT

Due to the importance of partners in the company's supply chain, we are committed to treating our business partners with integrity, transparency, fairness, and in accordance with business ethics. We consider business ethics, human rights, the environment, safety, and participation in social development as fundamental principles for partners at all levels. Therefore, we expect our partners and stakeholders to adhere to and practice good corporate governance and business ethics. We aim to conduct business with integrity, transparency, fairness, and be subject to scrutiny.

To ensure that our partners align with our values, the company has established practices for partners, ensuring that they possess the appropriate qualities consistent with our core values and contribute to sustainable development. The following are the details of these practices:

### Business Ethics:

#### 1. Delivery of Goods and Services

Suppliers must deliver quality goods and services at a fair price and within the agreed-upon timeframe. They should not excessively profit at the expense of the quality of the goods or services. Additionally, suppliers should continuously develop their products and services using up-to-date technology to ensure maximum efficiency.

#### 2. Compliance

Suppliers must comply with all applicable laws, including international, national, and local regulations, as well as business operating permits necessary for their specific location. They must adhere to the regulations governing their business operations.

#### 3. Corruption and Bribery

The company has a policy against corruption known as "Collective Anti-Corruption (CAC)". Suppliers should strictly adhere to this policy and refrain from engaging in corruption, bribery, fraud, or any form of unethical behavior. If any supplier is involved in paying or accepting bribes, the contract will be immediately terminated, and the company will not be held responsible for any resulting damages. Legal action may be pursued against the supplier.



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### **4. Gifts and Rewards**

Suppliers should be aware that company personnel do not accept or solicit gifts, rewards, or souvenirs that may affect decision-making or create unfair advantages unless it is customary and complies with business practices.

### **5. Conflicting Interests**

Suppliers must immediately inform the company if they become aware of any actions that could lead to conflicting interests between management, employees, and company personnel.

### **6. Trade Secrets**

Suppliers must have processes in place to protect the confidentiality of business-related information, including both trade secrets and personal data of the company.

## **Labor and Human Rights:**

### **1. Human Rights**

Suppliers must ensure a fair and ethical working environment in line with human rights principles. This includes avoiding child labor or any other practices that disrespect human rights or fail to meet international standards regarding human rights, freedom, and personal equality.

### **2. Labor and Child Labor:**

Suppliers must not employ or support the employment of individuals below the legal age limit, and they must provide fair and reasonable remuneration based on knowledge and abilities as required by the employees.

### **3. Non-Discrimination**

Suppliers must respect the dignity of workers, treat them fairly and equally, refrain from violating human rights, avoid using forced labor, and not discriminate against any individual based on race, religion, gender, age, education, belief, disability, or any other characteristic.

### **4. Non-Forced Labor**

Suppliers must respect the freedom of workers and treat them fairly, without coercion, oppression, or forced labor.



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### **Safety and Occupational Health:**

#### **1. Occupational Health and Safety**

Suppliers of the company must establish policies regarding health, occupational health, and safety to support a safe and healthy working environment, reducing the risks of injuries, illnesses, and accidents. They should provide adequate and appropriate personal protective equipment to employees and encourage them to contribute their perspectives on safety to facilitate the acceptance of safety proposals.

#### **2. Prevention, Preparedness, and Emergency Response**

Suppliers should assess risks, including forecasting, indicators, and evaluations of emergency situations, and have plans and procedures in place to respond to emergencies. This helps minimize the impact of emergency situations on business operations.

### **Environmental Impact Considerations:**

#### **1. Environmental Management**

Suppliers of the company must consider the environmental impacts of their business operations. They should implement an appropriate environmental management system that complies with laws, regulations, and standards, leading to continuous improvement in environmental performance.

#### **2. Waste, Chemicals, and Hazardous Substances**

Suppliers should manage the treatment, release, or disposal of waste, chemicals, and hazardous substances generated from their business operations in compliance with applicable laws and regulations. They should implement effective control measures and regular inspections to prevent adverse impacts on the environment.

#### **3. Community Impact**

Suppliers should conduct systematic assessments, maintain documentation, and control environmental impacts on the surrounding communities resulting from their operational activities.



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### Social Development Engagement:

Suppliers of the company should conduct their business operations while considering the potential impacts on surrounding communities and society. This includes promoting the development of a better quality of life and improved well-being for Thai communities and society.

- *Pinijsorn Luechaikajohnpan* -

(Pinijsorn Luechaikajohnpan, Ph.D.)

Authorized Director

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