



Suppliers Code of Conducts

Dynasty Ceramic Public Company Limited Group Company

The Company Group means Dynasty Ceramic Public Company Limited and its subsidiaries.

Subsidiary means Tile Top Industry Public Company Limited, Royal Ceramic Industry Public Company Limited, as well as any company in which the Company continues to hold shares after this Supplier Code of Conduct is in effective more than 50 percent of the registered capital.

The Group of Companies has a policy to conduct business with honesty, transparency, taking into account equality and honesty in conducting business with trading partners that is one of stakeholders. The company will treat all business partners with equality and fairness. All employees adhere and strictly follow the policy complies with legal principles and principles of good corporate governance. This is to strengthen good relationships and promote sustainable development together with trading partners.

Preface

This code of conducts applies to a group of business partners, those mean product sellers, contractors, lessor, service providers who deliver products or services to the Company Group.

Guidelines

1. Environment

Suppliers shall comply with laws, rules, regulations, and environmental standards related to their operations. With care in preserving the environment. Maximizing the use of natural resources, including controlling any pollution caused by production processes or operations before releasing into the environment. Taking into account risks and environmental impacts, including climate change and has appropriate management to prevent and mitigate risks and environmental impacts. As well as supporting activities that help enhance the sustainability of the environment and natural resources.

2. Social

2.1 Labor and Human rights

Supplier shall abide by the principles of basic rights that people in general should receive, defend, guaranteed, and protected.

- ❖ Comply with relevant labor laws, rules and regulations.
- ❖ Respect the rights of workers equally and fairly without discrimination on the basis of race, gender, age, nationality, religion, marital status, pregnancy, disability and any other status.
- ❖ The Supplier must not force worker or rape others to work or provide service by any method as specified by laws. Must not use child labor or illegal foreign worker. Must not use child or female labor work in danger or other work as required by laws.
- ❖ The Supplier must not allow workers to work overtime or work in holidays without prior consent from workers and provide workers a holidays and leave as required by applicable laws.
- ❖ Supplier shall pay wage, overtime pay, holiday pay as well as providing benefits that workers should receive appropriately and fairly in compliance with relevant laws.
- ❖ Supplier should ensure safe and hygienic work environment in compliance to the standards set by laws. This is to keep workers safe, well-being and mental health which can work effectively.
- ❖ Supplier shall have an appropriate emergency prevention and suppression plan. Keep related equipment to always be in ready-to-use.

2.2 Community rights and Social

Supplier shall conduct business based on respect for community rights. Undertake measures to prevent and mitigate impacts that may occur to community. Respect local culture traditions, including cooperate with the community according to opportunity and suitability.

3. Good Governance Principle

- ❖ Conduct business on the basis of ethics and transparency including not support corruption in any form, whether it is giving gratuities to buy convenience or paid from wrong to right.
- ❖ Compete business in an honest and fair. Non trade barrier and set conditions that unfairly limit others business operations.
- ❖ Protect confidential commercial information related to the business, personal information of worker and company group's customers from being use to seek benefits without prior consent, except in case of complying with an exception to the law. If supplier fail to comply this, it will cause damage from such action which is considered to be a responsibility of all supplier and must be also strictly comply with personal data protection policy.
- ❖ Do not infringe on the intellectual property rights of company group and others.

- ❖ Avoid actions that may cause the group’s business to be damage or dishonor a company group.

Complaint Channel

If there are any found of conducting business with company group in no transparency, unfairness, or workers of the company group demanding benefits. Please inform, provide clues and complaint at E-mail : wecare@dynastyceramic.com or by post to the Director of work system office and internal audit department. Dynasty Ceramic Public Company Limited 37/7 Suthisarn-Vinijchai road, Samsen-nok, Huaykwang, Bangkok 10310.

The company group expects all supplier will adhere and comply with this Supplier Code of conduct. There are no require to provide any compensation to employee of company group that contacting with. According to the policy on anti-corruption and guidelines of no gift policy. Therefore, any action whether it is a request for compensation or an exchange in any form from company group’s employee. It will be considered a serious ethics violations. In the same way, if any partners offers any benefits to employees or persons related to employees. It will be considered a serious ethics violation as well. Resulting in company group has necessary to terminate business relations with that partner.

Please be informed that the Company Group would like to thank you for the cooperation and your continued support from all valued partners. We sincerely hope to continue doing business with long lasting good business relationship. Therefore, any action whether it is a request for compensation or an exchange in any form from employees of company group, it will be considered a serious violation of ethics. In the same way if any supplier offer any benefits to employees of company group or person related to

I acknowledge that I have read and understood this Supplier Code of Conduct. I agree to strictly carry out such requirements with signed as evidence and affixed the company seal (if any).

Supplier’s name



..... Authorized Signatory

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