

Supplier sustainability code of conduct

Objective

R&B Food Supply Public Company Limited is committed to conducting business with integrity, transparency, and responsibility towards society and the environment. The company strictly complies with laws to deliver high-quality and safe products. It emphasizes building relationships with partners and creating sustainable value for all stakeholders. Recognizing the importance of comprehensive supply chain management, covering environmental, social, and governance (ESG) dimensions, the company has established the "Supplier Code of Conduct" as a guideline for conducting business together based on transparency, ethics, and social and environmental responsibility.

Governance

1. **Transparent Operations**: Business partners must operate according to international standards, with effective internal and external controls, considering risks in all dimensions—management, operations, and compliance. Accurate, complete information and clear legal references must be used.
2. **Stakeholder Responsibility**: Business partners must consider the impact on all stakeholders, including shareholders, employees, partners, competitors, society, community, and the environment. They must conduct business responsibly, transparently, and fairly, adhering strictly to agreements and conditions under legal and ethical frameworks.
3. **Confidentiality and Cybersecurity**: Business partners must protect confidential information of the organization, partners, and customers, including documents, digital data, and intellectual property. Disclosure or use of such information for personal benefit is prohibited unless legally authorized. Cybersecurity measures must be in place to prevent data theft, leaks, and cyber threats.
4. **Conflict of Interest**: Business partners must avoid actions that may cause conflicts of interest, whether related to directors, executives, or employees. Any potential conflict must be reported to the company and managed appropriately.
5. **Anti-Corruption**: Business partners must conduct business with integrity, avoiding corruption, bribery, or unethical advantages, whether involving government or private entities. Clear rules, audit processes, and penalties must be established, along with promoting internal and external communication to build long-term awareness.

6. Social Responsibility: Business partners must adhere to business ethics, honesty, and transparency, considering the impact on the community, society, and the environment, and promoting beneficial social activities.
7. Fair Competition: Business partners must comply with fair competition rules, avoiding unfair methods to gain business advantages. All partners must have equal opportunities to compete, without inappropriate benefits.

Social

1. Equality and Fairness: Business partners must treat employees fairly, respect diversity, and avoid discrimination based on gender, nationality, or religion in all aspects of employment, including compensation, career development, and labor welfare, according to legal and international standards.
2. Legal Employment of Foreign Workers: If employing foreign workers, business partners must comply with relevant laws and labor standards to ensure fairness and safety in the workplace.
3. Anti-Exploitation: Business partners must not force, threaten, or control employees against their will, and must avoid inappropriate practices such as physical punishment, confinement, harassment, or any actions that violate human rights.
4. Safe and Respectful Work Environment: Business partners must ensure the safety of employees' lives and property and treat employees respectfully according to human rights principles.
5. Child Labor Protection: Business partners must not employ children under 15 years old. If employing children aged 15-18, they must comply with relevant legal requirements, including restrictions on work type, hours, and environment, to ensure proper protection of young workers.
6. Women's Labor Rights: Business partners must not assign tasks that may affect the health and safety of female workers, provide appropriate protections and benefits, and must not terminate, demote, or limit benefits due to pregnancy.
7. Anti-Harassment: Business partners must implement measures to prevent and address all forms of harassment and sexual abuse, including verbal, physical, and violent actions against men, women, or LGBTQ+ individuals, strictly following legal and international standards.

8. Voluntary Employment and Employee Rights: Business partners must respect the right to voluntary employment, avoid coercion, and must not confiscate employees' personal documents such as ID cards, passports, or other important documents, unless legally required. They must also allow employees the freedom to join associations and express opinions within legal and international frameworks.
9. Community Sustainability: Business partners must engage in activities that promote the benefits and sustainability of the community and society, support participation from various sectors through activities and exchanges related to business operations, to foster cooperation and balanced coexistence, in line with state development, considering the sustainability of the community, society, laws, and international principles.

Environmental

1. Compliance with Laws and Regulations: Business partners must comply with relevant laws and regulations concerning safety, occupational health, and the environment.
2. Workplace Safety and Hygiene: Business partners should establish systems that focus on safety, cleanliness, and appropriate hygiene in the workplace to prevent accidents, reduce pollution, and prevent diseases, including taking care of personnel and those involved in coordination within the company.
3. Enhancing Safety and Occupational Health Quality: Management and employees of business partners must seriously participate in activities that promote safety, occupational health, and environmental quality, working with a mindset focused on continuous improvement and maintaining safety and environmental standards.
4. Biodiversity Conservation and Protection: Business partners must commit to protecting and conserving biodiversity and ecosystems, avoiding forest encroachment and tree cutting.
5. Environmentally Friendly Production and Efficient Energy Use: Business partners must conduct production processes with consideration for environmental impact, prioritize efficient resource use, reduce waste, and choose technologies that minimize environmental impact. Promote energy saving, recycling, and the use of renewable energy according to the 3Rs principles: Reduce, Reuse, and Recycle, to reduce greenhouse gas emissions and create positive long-term environmental impacts.

6. Pollution Control and Environmental Impact Reduction: Business partners must conduct activities with consideration for pollution prevention and control to reduce environmental impacts throughout the value chain and business processes.
7. Quality and Safe Product Delivery: Business partners must deliver quality, safe products that comply with laws or other requirements, adhering to international standards, and considering social, environmental, and fair partner responsibilities.
8. Environmentally Friendly Procurement: Business partners must conduct procurement processes with consideration for environmental impact, continuously evaluating, reviewing objectives, goals, and environmental plans, and improving and developing to align with established standards to promote long-term sustainability.
9. Information Disclosure and Traceability: Business partners must have traceability systems and be able to provide certification evidence, disclose the origin of raw materials, products, and services upon request for supply chain traceability at any given time.

Acknowledgement and Commitment of the Sustainable Practices for Business Partners

I, the undersigned, hereby confirm that I am a representative of the company and have acknowledged and understood the sustainable practices for business partners of R&B Food Supply Public Company Limited. I commit to cooperate and adhere to these guidelines to promote sustainable business operations and maintain good business relationships. Therefore, I have signed and affixed the company seal as a confirmation.

Company Name: _____

Address: _____

Name - Surname: _____

Title: _____

Signature: _____

Company Stamp: _____

Date: _____

Remark: Please return to e-mail: marisa.ap@rbfoodsupply.co.th