

Ethics and Code of Business Conduct of Pataya Food Group

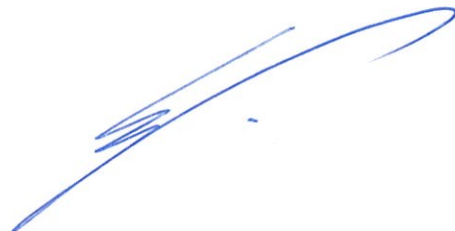
Introduction

Message from Chairman

A high standard of business ethics is essential for any business to survive in today's business environment. A company that behaves ethically will gain the trust of the stakeholders of the company. If stakeholders in the company such as customers, shareholders, suppliers and our local communities don't trust us, our products or our production processes, either individually or collectively, we will not survive. This document "Ethics and Code of Business Conduct of Pataya Food Group" is intended to provide guidelines for our employees, subsidiaries and business partners. Including those in the company's entire supply chain.

The underlying principle in this document embraces the belief that high ethical standard are a non negotiable standard that Pataya Food Group expects from all of its employees. The document sets out a code of conduct for all management and supervisory staff. The essence of the code of conduct is that employees of the company will at all times act in the best interests of the company and lawfully and morally in its dealings with internal and external parties to protect the company's reputation along with its confidential information such as intellectual property and financial data.

In order to achieve efficiency according to the stated objectives, the company has publicized and notified its partners. Including all those in the supply chain who do business with the company. Acknowledge this Ethics and Code of Business Conduct to use as a guide. If you see the action of the company's executives and employees that does not comply with the aforementioned principles You can contact and notify the relevant people immediately.



Mr. Somboon Chi

Chairman

Business practices of the Pataya Food Group Adhere to the principle of transparency Honesty, morality, respect for human rights principles and ethical labor management Therefore, in order to achieve efficiency and meet the stated objectives. Pataya Food Group Therefore, guidelines for conduct of employees and trading partners are established. For confirmation and adherence together as follows.

Requirements for doing business with Pataya Food Group

1. Forced Labor

- 1.1 Not support nor commit any form of forced labor, human trafficking or any other form, as well as the case lacking of willingness to work.
- 1.2 No employee guarantee deposit nor identification documents shall be collected unless permitted by law.

2. Child Labor

- 2.1 Not employ any employee(s) under 18 years of age or under the minimum age as specified in the Labor Law of that country for employment.
- 2.2 In the recruitment and hiring process, the minimum age is clearly specified.
- 2.3 Effective recruitment process of age verification such as an identification card, government-issued passport and/or work permit.

3. Wages Benefit and Employment Contracts

- 3.1 Provide a total compensation package that includes wage overtime pay and fringe benefits in compliance with legal requirements and/or to be established by the mutual agreements. This employment contract shall be also made out in a "common language", understood by every employee and on its specified-time.
- 3.2 Not be any deductions from employees' wages unless the law states otherwise.

4. Working Hours

- 4.1 Comply with applicable laws, with working hours required no excess of 48 hours per week.
- 4.2 Shall provide with at least one day-off for every 7-day period on average.
- 4.3 Overtime hours shall be monitored accordingly and legally. All overtime working is on a voluntary basis.

5. Discrimination / Harassment and abuse

- 5.1 Respect the differences and treat each employee with an equal dignity and respect.
- 5.2 No discrimination regardless of race, national origin, color, ancestry, religion, gender, age, physical disability, union membership, political thinking or marital status.
- 5.3 Establish the measurements and preventives on harassment to any sexual, physical, or psychological.

6. Health and Safety

- 6.1 Promote, support and continuously improve to create a safe working environment and to prevent on the impacts towards the health of employees and concerning parties.
- 6.2 Employees shall be taken safety training along with appropriate and sufficient safety tools and equipment.
- 6.3 Prepare the safety instructions & manual and together with employee campaigns for enhancing the safety awareness.

7. Freedom of association / membership, Labor Union and participation in negotiations

- 7.1 Respect the employees' right and freedom to join the Labor Union, membership of any kinds of lawful associations and to participate in all negotiations in accordance with the legal procedures.
- 7.2 Appreciate suggestions and feedback from employees equally at all levels.

8. Grievance mechanisms

The company shall promote respect for human rights throughout the organization as well as to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental rights equally and fairly details as follow;

- 8.1 All employees shall respect and comply with the company's rules and regulations.
- 8.2 The company shall support of speaking up for our employees and stakeholders without any fear of retaliation against those who report actual or suspected breaches.
- 8.3 The company shall monitor and assess regularly the risks to impacts on human right as well as providing appropriate risk management guidelines and control measurements.
- 8.4 The company shall establish process for investigating allegations and violations upon receiving grievance reports from the employee(s) or stakeholders as well as reporting to the top management for pursuing effective solutions to mitigate any adverse human rights impacts.

9. Environmental responsibility

- 9.1 Comply with local and national environmental laws and regulations.
- 9.2 Have a permit and plan for waste disposal such as polluted air, wastewater, and hazardous waste disposal.
- 9.3 Organize actions to reduce environmental impacts and observe environmental impacts where possible through energy conservation, reducing and recycling.

10. Conducting business with ethics and social responsibility

- 10.1 Must comply with all applicable laws and regulations regarding ethical business operations.
- 10.2 There is a policy to conduct business ethically. Bribery is prohibited, corruption and is communicated to all involved parties to know and follow.
- 10.3 Receiving or giving gifts entertainment It must be in accordance with customs and practices, not infrequent, appropriate for the occasion and must not affect decision making or result in neglect in performing duties that should be performed Operating in accordance with regulations, rules, work methods, and laws.
- 10.4 Arrange for activities to support various areas of business, such as livelihood, education, and continuous improvement and development of the environment of the community and society.
- 10.5 Prevention of conflicts of interest Actions that may cause conflicts of interest should be avoided. By specifying that those involved or have an interest in the item being considered. Must notify the company of their relationship or interest in the said transaction and must not participate in the consideration. Including having no authority to approve such transactions or items.
- 10.6 Maintaining confidentiality of information and use of inside information It must be used for its intended purpose. Do not use inside information for personal gain or for others. Personal information for specific individuals, such as employee information or the customer will be dealt with and protect according to privacy laws and related regulations.
- 10.7 Responsibility to employees, providing fair compensation suitable for ability, performance, condition and nature of work. Including providing adequate welfare Maintain and organize the working environment. To be safe for life and property. Provide channels for employees who wish to file complaints or complaints due to unfair treatment. or witness wrongdoing.

- 10.8 Responsibility to customers and consumers Treat customers fairly regarding products and services. By following the contract or conditions that have been agreed upon Reveal accurate and complete information about products and services. By providing true information.
- 10.9 Responsibilities to trading partners and creditors Treat all business partners or creditors equally, impartially and on the basis of receiving fair returns to both parties. Do not demand benefits that appear dishonest. Create contracts that are fair to all parties and consistent with relevant laws, rules and regulations.
- 10.10 Responsibility towards business competitors to act within the framework of good competition, that is, compete in trade with honesty, honesty and fairness, not to seek confidential information of business competitors through dishonest, inappropriate methods, contrary to relevant laws, rules and regulations. And do not destroy the reputation of business competitors by making malicious accusations.
- 10.11 Legal responsibility comply with all laws and regulation in the countries in which the partner conducts business. Including relevant international rules and laws.

11. Reporting clues and complaints

The company is aware of good corporate governance guidelines and showing social responsibility, and in order for the administration to be efficient, transparent, and fair, taking into account all groups of stakeholders. As well as taking care of society and the environment Therefore, there is an opportunity for all parties. Able to report clues or complaints regarding performance of duties, behavior, and various actions, inappropriate behavior of company personnel.

Channels for reporting clues and complaints

If violations are found in various code of conduct of Pataya Food Group including all trading partners. You can submit matters through the following channels:

1) Stakeholders outside the company Able to report complaints through channels.

- Company website : www.patayafood.com or E-mail : info@patayafood.com
- Postage addressed to Vice President – Corporate Human Resources and General Administration
Pataya Food Industries Limited (Head Office)
1011 Supalai Grand Tower, 27th Floor, Rama 3 Road, Chongnonsi, Yannawa, Bangkok 10120
- Tel : (66) 0-2119-4399

2) Employees within the company Complaints/complaints can be reported through the following channels:

- Complain directly to your supervisor.
- Complain directly to the Employee Relations (ER) Human Resources Department
or Telephone No. 034-815 283-7 ext. 103, 368
- Complaint/suggestion box installed within the factory.

Announced on 1 July 2024



(Mr. Somboon Chi)

Chairman

Acknowledging and accepting the terms of doing business with Pataya Food Group

I acknowledge and accept the terms and conditions for doing business. According to the principles of ethics and ethics in conducting business. of Pataya Food Group and as an authorized representative of the company By adhering to and following the rules in this document in all respects.

Partners :

Address :

Agent Name :

Signature :

Date :