



**TURNKEY COMMUNICATION SERVICES PUBLIC COMPANY LIMITED**

**Supplier Code of Conduct**

**P-BOD-036**



To promote sustainable business practices among the business partners of Turnkey Communication Services Public Company Limited (the “Company”), with due consideration for environmental, social, and governance (ESG) aspects, the Company has established a Supplier Code of Conduct. This Code serves as a guideline for suppliers in conducting their business in compliance with applicable laws, codes of conduct, and international standards. The Company places importance on and supports its suppliers in conducting business with transparency, respect for human rights, fair labor practices, compliance with safety, occupational health, and environmental standards, and in strictly adhering to and monitoring compliance with this Code of Conduct.

## **Supplier Code of Conduct**

### **1. Business Ethics**

(1) Corporate Governance - Suppliers must comply with all laws and regulations related to business operations with honesty, integrity, transparency, and auditability, taking into account stakeholders under the principles of good corporate governance.

(2) Fair and Equitable Practices - Suppliers must conduct business transparently and treat trading partners and stakeholders equally and fairly.

(3) Intellectual Property - Suppliers must not infringe upon the intellectual property rights of others and should promote measures to prevent intellectual property infringement.

(4) Disclosure of Information and Confidentiality - Suppliers must disclose accurate and complete information as required by law and must not disclose confidential information of business partners or any information obtained through business dealings without consent, nor use such information for their own benefit.

(5) Delivery and Quality of Products or Services - Suppliers must strictly comply with contractual terms and conditions agreed with business partners, including applicable legal requirements. Suppliers must demonstrate full responsibility for the quality of products or services provided.

(6) Legal Compliance - Suppliers must give importance to and comply with all applicable laws, requirements, and regulations.

### **2. Human Rights and Labor Practices**

(1) Non-Discrimination - Suppliers must treat employees equally and without discrimination based on physical condition, mental condition, race, religion, gender, age, education, political affiliation, sexual orientation, or union membership.

(2) Labor Protection - Suppliers must not employ child labor below the minimum legal age. Where child labor is permitted by law, suppliers must provide protection in full compliance with legal requirements and ensure such practices are verifiable. Suppliers must not require female employees to perform work that may endanger their health or safety. Pregnant employees must be protected and granted benefits in accordance with the law. In cases of employing migrant workers, suppliers must fully comply with all applicable laws.

(3) Prohibition of Forced Labor - Suppliers must respect human dignity and must not engage in forced labor, coercion, threats, detention, deprivation of rights, harassment, human trafficking, or any form of violence. Suppliers must not require employees to perform work unsuitable to their physical condition.



(4) Wages, Benefits, and Working Hours - Suppliers must pay wages, overtime pay, holiday pay, and statutory benefits to employees at no less than the rates prescribed by law. Suppliers must not require employees to work beyond legally prescribed working hours. Overtime work or work on holidays must be voluntary, and employees must be provided with rest days and leave at no less than the minimum legal requirements.

### **3. Safety and Occupational Health**

(1) Workplace Safety and Environment - Suppliers must comply with laws on safety and occupational health and provide a safe working environment to reduce and control risks of injury, illness, accidents, and emergencies.

(2) Personal Protective Equipment (PPE) - Suppliers must provide appropriate, sufficient, and ready-to-use personal protective equipment suitable for the work performed.

(3) Emergency Preparedness - Suppliers must have emergency response plans and ensure that employees are properly informed and able to act correctly and safely in emergency situations.

### **4. Environmental Management in Operational Areas**

(1) Suppliers must conduct environmental management in compliance with applicable laws and government regulations.

(2) Suppliers must implement effective measures to prevent, mitigate, and reduce environmental impacts.

(3) Suppliers must promote efficient and responsible use of environmental resources among employees and refrain from any actions that may cause negative environmental impacts.

### **5. Community and Social Responsibility**

(1) Suppliers should conduct business with consideration for the impacts of their operations on communities and society.

(2) Suppliers must respect local cultures and traditions, cooperate with local communities, and participate in community and social development as appropriate and where possible.

This Supplier Code of Conduct was reviewed and approved by the Board of Directors at Meeting No. 5/2025 on November 12, 2025, and has been effective from November 12, 2025.

*- Kittisak Amornchairojkul -*

(MR. KITTISAK AMORNCHAIROJKUL)

Chairman of Board of Directors