



# EA Supplier's Code of Conduct

*Our Vision: To become a leader in the alternative energy business*

## Introduction

Energy Absolute Public Company Limited and its subsidiaries (EA) is committed to conduct its businesses in line with the company's vision and the principles of good corporate governance, sustainable development, and corporate social responsibility. We are thus dedicated to developing and offering products and services that utilize the latest technological innovations, ensuring that all of our operations take into account their economic, environmental, and social impacts, and continuously supporting all stakeholders in their sustainable development. EA's determination to collaborate with its suppliers (which include both are not limited to product vendors, subcontractors, and service providers) to bring the greatest benefits to our society and the environment in accordance with sustainable development goals demonstrates our sincere wish to engage our stakeholders and implement a collaborative business model.

EA seeks to encourage our suppliers to establish a management approach that integrate the principles of sustainable development in their framework, including with respect to their procurement policies and procedures. We are willing to offer guidance and support and we are also open to recommendations and help in any form, including sharing knowledge, best practices, performance evaluation methods, and improvement plans. EA has published the following Code of Conduct to guide our suppliers' business operations towards good corporate governance and corporate social responsibility, as well as informing them about our principles and expectations as a standard for conducting business transactions together.

Energy Absolute Public Company Limited and its subsidiaries (EA) genuinely hopes that this Supplier's Code of Conduct will serve as a guideline for a successful business partnership, leading to the mutual growth of both EA's and our suppliers' businesses and a continued contribution to the sustainable development of our society and environment.



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## Business Principles and Ethics

EA adheres to the following business principles and ethics, which underline our commitment and responsibility to all of our stakeholders. These statements have been regularly adopted into practice by our Board of Directors, Executive Management, and employees at all levels. EA's business principles and ethics are aligned with the internationally recognized principles of good corporate governance, allowing EA to advance its businesses and gain widespread acceptance and trust.

### Business Principles

- Adherence to Fairness: EA is committed to uphold the principle of fairness in its treatment of all stakeholders
- Dedication to Excellence: EA is committed to doing the right thing with the intention to deliver excellent outcomes consistently
- Belief in the Value of Each Individual: EA believes that its employees are the most valuable assets
- Commitment to Social Responsibility: EA is committed to perform its duties in line with good corporate citizenry, contributing to the sustainable development of every community and every country in which it operates



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## Business Ethics

EA conducts its businesses responsibly and ethically in accordance with the principles of good corporate governance, as well as dedicating its efforts to care for, promote, and support social and environmental issues as laid out by the principle of sustainable development. This approach to business operations and management plays a significant role in the balancing of the three dimensions of sustainability—economics, environmental, and social factors, which leads to long-term value creation and the mutual advancement of the company's business performance and larger sustainable development goals. EA intends to foster this business approach among its suppliers, who play an indispensable role in EA's continuing success, and to encourage them to strive towards implementing the principles of sustainable development together. Besides demonstrating good corporate citizenry and governance, this approach also helps extend the reach of EA's impacts up and down its value chain and into the greater community.

Beyond complying to all pertinent requirements, regulations, laws, and international standards, EA expects our suppliers to adopt the principles covered within this Code of Conduct into practice. EA is eager for any opportunity to collaborate with our suppliers and is willing to lend its support in order to ensure that the operations of our suppliers take into consideration factors such as business ethics, human rights and freedom, labor rights, occupational health and safety, the environment, and anti-corruption measures. Furthermore, EA monitors the compliance of our suppliers with our Supplier's Code of Conduct. Should any supplier fail to adhere to this Code of Conduct, EA is willing to communicate and cooperate with the supplier in question for the purpose of facilitating further improvements. In cases of non-compliance, EA reserves the right to take the appropriate remedial actions in the process of considering entering or continuing business transactions with the supplier in question.

Apart from applicable requirements, regulations, and laws, the following Supplier's Code of Conduct was developed with references to several internationally accepted charters and standards, including but are not limited to: the Universal Declaration of Human Rights



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(UDHR), the International Labor Organization (ILO)'s Standards, the UN Global Compact Principles, and the Social Accountability International (SAI)'s Standards.

## 1. Business Ethics and Governance

### 1.1 Business Integrity

Suppliers must conduct their businesses in an ethical manner, upholding values such as righteousness, integrity, honesty, and accountability. Suppliers are expected to be transparent about their business practices, including their own sourcing activities. The products and services delivered must meet the specifications, safety criteria, quality criteria, and other requirements specified in applicable contracts and agreements. Information provided about the products and services must be accurate, clear, and complete. Suppliers must negotiate and enter into contracts with fairness and honesty and strictly follow the terms and conditions that were agreed upon. If the terms and conditions cannot be met, the supplier has the obligation to notify EA. Suppliers are prohibited from doing anything that is not a freedom and fair competition or Anti-Competitiveness and has the effect of destroying, causing damage, obstructing, depriving or limiting the business operations of other business operators or to prevent business operators or having to abandon business operations. According to the Trade Competition Act.

If the supplier cannot meet the requirements within the specified timeframe, EA may consider to restrict the procurement of raw materials, temporarily suspend purchasing activities, or exclude the supplier from contracting.

### 1.2 Fairness

Suppliers must conduct their businesses in a manner that demonstrates their accountability to all of their stakeholders and must ensure fair treatment to all.



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## **1.3 Compliance with Laws and Regulations**

Suppliers must conduct their businesses in full compliance with any applicable requirements, regulations, and laws. Suppliers must perform annual audits to ensure compliance. Supplier is required to inform EA of any legal actions pertaining to the supplier's business activities with EA.

## **1.4 Anti-Corruption**

All forms of bribery, corruption, extortion, and other fraudulent acts are strictly prohibited. Suppliers must ensure that their business operations are not involved in any of the above misconduct. Such misconducts include but are not limited to offering, promising, accepting, or requesting money, valuables, gifts, in-kind payments, or other benefits to improperly influence any action or decision or to gain or give an unfair advantage.

## **1.5 Disclosure of Information**

Suppliers must collect and report information regarding their businesses and impacts with accuracy, completeness, and transparency, as stipulated by the law.

## **1.6 Confidentiality**

Suppliers must not disclose or use any confidential or private information of their customers or any other business partner without authorization in the form of a written consent. Suppliers must strictly adhere to any agreements made.

## **1.7 Conflict of Interest**

If a conflict of interests arises in any business transactions with EA, the supplier must promptly notify EA. Additionally, the supplier must obtain formal written approval before continuing any business activities that involve a conflict of interest.

## **1.8 Intellectual Property**

Suppliers must respect intellectual property rights and take adequate measures to prevent the infringement of such rights.



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## 2. Environmental Aspects

### 2.1 Environmental and Pollution Management

Suppliers must have an environmental management system or plan in place to ensure compliance with applicable laws and regulations. Supplier shall have Measures to Pollution Preventive, Measurement data record and Controlling of Pollution to the environment according to EA Standard and/or each country.

### 2.2 Resource Use and Efficiency

Suppliers must be committed to using Electricity, Water, Fuel, Gas and Other Energy resources efficiently and productively and to minimize resource consumption wherever feasible and reasonable.

### 2.3 Environmental Protection

Suppliers must be committed to environmental stewardship and protection and to minimize environmental impacts wherever feasible and reasonable. Chemicals and other hazardous substances must be handled and disposed of with care and safety, and their usage should be limited only to what is deemed necessary. Suppliers should also adopt technologies and practices.

Suppliers shall put their efforts to control the use of natural resources, with concern to maintain the rich of biodiversity, land conservation and deforestation in their business operation areas.

**Solid Waste:** Identify, separate, and manage solid waste including hazardous and non-hazardous wastes, as well as any chemicals released into the environment, to ensure their safe handling, movement, storage, recycling or reuse and disposal.

**Wastewater and Sewage:** Monitor, control and treat wastewater and sewage generated from operations, industrial processes and sanitation facilities prior to discharge or disposal.



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**Air Emissions and Greenhouse gas:** Characterize, monitor, control, and treat emissions and combustion by-products (e.g., particulate matter, lead, sulfur dioxide, etc.) generated from operations prior to release as well as maximizing greenhouse gas reduction including reduction of energy consumption.

## 2.4 Green House gas Protection

Suppliers shall have a system in place to identify, manage and monitor and treat waste emissions and combustion products such as carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydro fluorocarbons (HFCs), per fluorocarbons (PFCs), and sulfur hexafluoride (SF<sub>6</sub>), etc. in the productions as well as the operational processes before these are released into the external environment. There should also be a determined attempt at reducing greenhouse gas emissions through the use of various mechanisms such as energy consumption, and energy efficiency (e.g., hydroelectric, wind, solar, geothermal, bioenergy) and set target, calculation, status in activity such as Carbon Neutrality, Net Zero, Carbon Footprint, and Green House Effect Gases Inventory (GHG).

## 2.5 Biodiversity, no Deforestation and Land Conservation

Suppliers shall avoid operation in areas of important biodiversity where feasible including UNESCO World Heritage Sites; wetlands listed in the Ramsar list of sites; UNESCO Man and the Biosphere (MAB) reserves; Key Biodiversity Areas; Alliance for Zero Extinction (AZE) sites; and IUCN Category I-IV protected areas. Suppliers shall mandate the restricted crops protection and the restricted use of any harmful substance or technology throughout the value chain to protect soil health and prevent ecosystem destruction and degradation



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## 3. Social Aspects

### 3.1 Discrimination and harassment

Suppliers must uphold the principles of equality and fairness by providing fair treatment to employees and must not discriminate against them based on race, gender, national origin, ethnicity, disability, age, socioeconomic status, educational background, religion, sexual orientation, marital status, political opinion, or any other matter. This includes ensuring non-discrimination in employment, compensation, company training attendance, promotions, and dismissals. Furthermore, suppliers shall maintain a zero-tolerance policy towards harassment, both sexual and non-sexual, ensuring a safe and respectful work environment for all employees.

### 3.2 Human Rights

Suppliers must conduct their businesses with respect for universal human rights and human dignity. All forms of human rights violations are strictly prohibited.

### 3.3 Labor and Child Labor

Suppliers must not employ or force to work children who are considered to be under the applicable legally required minimum age. Should a child above the applicable legally required minimum age be employed, the supplier must ensure that his or her legally mandated rights are fully protected and see to that the child has the opportunity for proper development and an advancement of his or her quality of life. All employees shall not engage in work which may harm their health and safety. The health and safety of female employees may not be overlooked, and they shall not be employed in a manner that may be considered as improper or in which the impacts of such work are disproportionately harmful. Suppliers must protect the health and safety of their pregnant employees and provide them with their legally mandated benefits. Employment of foreign nationals must be in full compliance with all legal or regulatory requirements.



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## **3.4 Prohibition of Involuntary Labor**

Suppliers must ensure that work is performed on a voluntary basis. All forms of forced or compulsory labor under any circumstances are strictly prohibited. Suppliers must not use or benefit from forced labor practices, including but are not limited to slavery, corporal punishment, threats, confinement, harassment, physical and mental coercion, human trafficking, and any other means of violence.

## **3.5 Wages and Benefits**

Remuneration, including but are not limited to wages, overtime payment, payment for working on holidays, and other legally mandated or agreed upon benefits, must be conducted in a fair and correct manner. Wages shall not be lower than the applicable minimum wage, and adhere to the living wage and equal remuneration for men and women.

Remuneration shall be performed in a timely manner according to the agreed upon schedule. Proper welfare benefits, including paying for annual leave, shall also be provided.

## **3.6 Working Hours**

Suppliers must ensure that their workers are not required or forced to work longer than the maximum regular and overtime hours as stipulated by the applicable laws. Suppliers must also provide sufficient breaks or rest periods during the working day. All overtime work and holiday work must be done on a voluntary basis. Holidays and leave of absences which employees are legally entitled to must be granted by the suppliers.

Suppliers must provide consultation or advance notice to their employees prior to the mass terminations as stipulated by the applicable laws.

## **3.7 Occupational Health and Safety**

Suppliers must implement safety measures to protect the health and safety of their employees and other involved persons by



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ensuring a safe and healthy working environment and providing proper equipment to prevent, mitigate, and control hazards that pose a risk to employees and other persons present. Suppliers must seek to minimize accidents, injuries, and other health impacts that may arise from or can be linked to the supplier's sourcing activities including transportation, services, and other types of operations. Suppliers must also implement emergency protocols to minimize potential losses and impacts.

### **3.8 Personal Protective Equipment**

Suppliers must provide sufficient, reliable, and accessible personal protective equipment to their employees in accordance with their respective risk exposure, as well as arranging training, rehearsal, and monitoring to ensure correct implementation.

### **3.9 Freedom of Association and Collective Bargaining**

Suppliers will respect the legal rights without limiting, depriving or infringing of employees to join or not to join association, unions and other federations. Including right to join collective bargaining agreement with employer.



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## Channel for submitting complaints, evidence, and suggestions

Suppliers have the right to contact EA to inquire about this Code of Conduct, submit comments and suggestions, and file a complaint and submit supporting evidence regarding breaches and non-compliance, including but are not limited to misconducts, acts of corruption, bribery, fraud, and negligence of duty. Suppliers may access this communication channel by sending an email to [ea.procurement@energyabsolute.co.th](mailto:ea.procurement@energyabsolute.co.th)

Supplier sign and seal the company (following guidance on Corporate Registration Certificate)

Supplier Name:

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Address:

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Name – Surname:

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Position:

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Signature:

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Date:

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