



**MITR PHOL
GROUP**

CREATING VALUE FOR A SUSTAINABLE LIFE

MITR PHOL SUPPLIER CODE OF CONDUCT





**MITR PHOL
GROUP**

Acknowledgement and consent form

I have read, understood and accepted the Mitr Phol Supplier Code of Conduct. I will comply with this code of conduct in my work with the strictest adherence and compliance. In addition, all related evidence will be collected to prove that I have followed this code and will present it to Mitr Phol upon request.

Signature and seal (if any) of Mitr Phol Supplier

Company Name :

Address :

.....

.....

(Signature)

(.....)

Position :

Date :/...../.....

Vision

“To be the world-class sugar and bio-based leader by combining our fully integrated agribusiness model with innovative technology and talent management to create value for a sustainable life for all.”

Mitr Phol Culture



Mastery



- See the big picture See through
- Act attentively Know thoroughly
- Seek for mastery and opportunity always
- Act relentlessly

Innovation



- Think differently Think creatively
- Get it done
- Instill hyper-collaboration
- Embrace digital to transform

Trustworthiness



- Adhere to integrity and ethics
- Dare to speak Tell the truth
- Be held accountable for success
- Be humble
- Have the conscience towards society and environment to attaining sustainable growth

Resilience



- Do it now with speed and agility
- Learn fast Ready to change
- Never give up Spring back Move forward
- Fail forward Improve fast

Message from the Chairman

Over six decades, Mitr Phol has been operating its business alongside Thai society under the following working philosophy “**Strive for leadership, Believe in the value of human dignity, Stand tall in fairness and Responsible for society**”. These core corporate values have been established in the mind of Mitr Phol people as a guideline in treating its stakeholders and considered as concrete foundation for business continuity in whatever situations.

With a full recognition that **suppliers** are one of stakeholders’ group essential for business growth, we are committing to treat our partners on the basis of equality, transparency, and fairness. We are determine to refrain from any activities or any acts that may lead to conflict of interests. Contracts and agreements are to be maintained and fulfilled to ensure good business relationship. All of these acts are in accordance with direction of sustainable business partners’ development and responsibilities towards our clients, consumers, communities, societies as well as environment.

To demonstrate our strong determination and bring it into existence, we have devised “**Mitr Phol Supplier Code of Conduct**” as a communication channel and publication of the related supply chain management guideline including promoting and pushing our partners to conform. It enables us to certain that all related activities are in line with Mitr Phol way of doing. We also expect to have full cooperation from our partners in doing business with ethics, respect for human rights, provision of occupational health and personnel safety as well as environmental management to contribute to business stability, growth and sustainable development altogether.



Buntoeng Vongkusolkit
Chairman of Mitr Phol Group

Glossary

Mitr Phol

Mitr Phol Sugar Corporation Ltd. and its subsidiaries.

Mitr Phol Suppliers

A company or person is a manufacturer, distributor, dealer, contractor, service provider or lessor that provides goods or services to Mitr Phol Sugar Corporation Ltd. and its subsidiaries.

Mitr Phol People

Directors, management and employees of Mitr Phol Sugar Corporation Ltd. and its subsidiaries.



Contents

Message from the Chairman

Glossary

1. Business ethics	8
2. Labor practice and international human rights principles	10
3. Responsibility for safety, occupational health and the environment	12
4. Responsibility to communities and society	13
5. Lodging complaints	14



Business Ethics

Mitr Phol believes that sustainable growth must be on the basis of business ethics. To simultaneously build up business growth in sustainable way, Mitr Phol encourages its business partners who are impacted by its business, either through gain or loss of benefits that are related to their interests to operate their business with adherence to ethical standards of business, as well as promote them to have a sustainable procurement policy that applies to their own business partners.



1. Integrity

Mitr Phol Suppliers must comply with the rules and regulations relating to business conduct, adhering to accountability, transparency and auditability under the principles of good governance to their stakeholders. And must not engage in any actions that involves any form of fraud and corruption, directly or indirectly.

2. Fair Operating Practice

Mitr Phol Suppliers are committed to the fair treatment and responsibility for their stakeholders in addition to operating business under fair competition rules.

3. Conflict of Interest

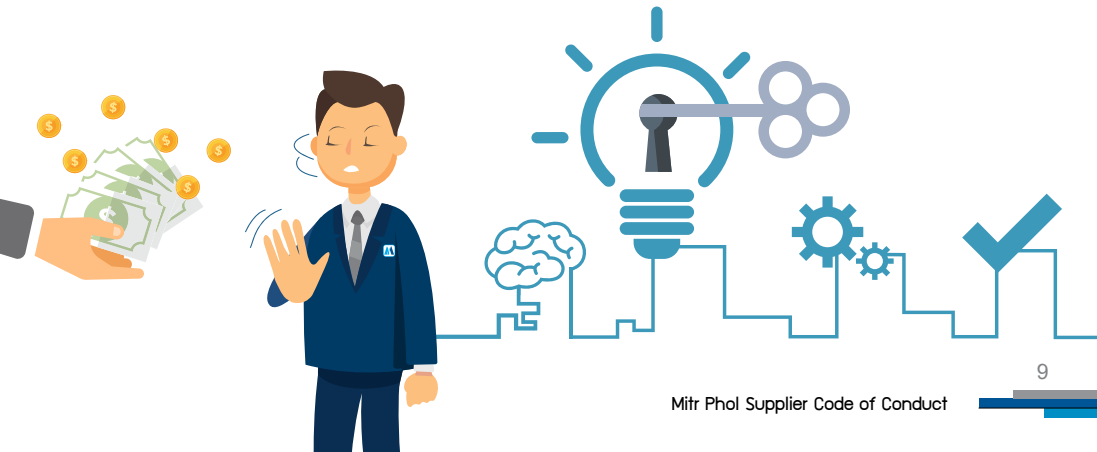
Mitr Phol Suppliers must refrain from being involved in Mitr Phol People that may cause conflicts of interest with Mitr Phol including competition obstruction, and price fixing.

4. Information disclosure

Mitr Phol Suppliers shall neither disclose nor execute Mitr Phol information without prior approval from Mitr Phol or interfere with others' confidential information.

5. Respect for intellectual property rights

Mitr Phol Suppliers shall respect the intellectual property of others and refrain from engaging in any actions that may violate the intellectual property rights of others.



Labor practice and international human rights principles

Mitr Phol Suppliers shall operate their business with adherence to respect for international human rights principles. As human rights are one of major concern and the basic rights that individuals are equally entitled to be protected, authenticated and defended. Mitr Phol suppliers are required to be in compliance with the following practices.



Equitable treatment

All employees have to be treated equally and fairly. The violation of human rights and discrimination upon physical disability, race, nationality, religion, sex, age, education, political thinking, sexual orientation, union membership.

Labor protection

- Mitr Phol Suppliers shall not use a child labor and shall adhere to minimum age of employment as stipulated by laws and regulations. Members of the workforce aged between 15-18, if unavoidable, have to protected, including their wages and other benefits and rights in accordance with labor laws.

- Mitr Phol Suppliers shall be prohibited to require a female employee to work under hazardous to health and safety. In case that the female employee is pregnant, shall be protected, including other benefits and rights in accordance with labor laws.

- Migrant labor employment shall comply with labor law and any relevant regulations.

- Mitr Phol Suppliers must not abuse employees either verbally, physically, or sexually, including threatening or harassing them in any form within the workplace.

The freedom of associations and collective bargaining

Mitr Phol Suppliers must give employees the right and freedom to join or form associations including participating in political activities, and negotiations according to legal prodedures.

Labor force

Mitr Phol Suppliers shall not force their labors in any form either physical punishment, threat, imprisonment, human trafficking or violence.

Compensation

Mitr Phol Suppliers have to strictly follow related laws about wages, overtime, holiday remunerations, fringe benefits and welfare.

Working hours

Mitr Phol Suppliers shall comply with applicable laws on regular working hours and overtime hours. Working overtime and working during holiday can only be done if the employees are willing to do. Employees must get holiday and leave as accordance with labor laws.



Responsibility for safety, occupational health and the environment



Mitr Phol Suppliers must strictly comply with laws, rules, regulations, policies, and guidelines that govern safety, occupational health and environment. Including watchful and cautions of any irregularities, as well as behaviors that do not comply with safety requirements. You must also report the incident to a person responsible to resolve the problem.

1. Safety and working environment

Ensure the work environment is safe for stakeholders and their assets. Mitr Phol Suppliers have to have an emergency plan and train their employees to understand and take appropriate actions.

2. Personal protective equipment (PPE)

Assess risks both before and during operation in terms of readiness of stakeholders. Mitr Phol Suppliers have to provide their employees with suitable and sufficient personal protective equipment.

3. Environment

Commitment to environmental conservation by utilizing natural resources efficiency, conservation of natural resources and biodiversity, no deforestation, and land conservation, with minimal impact on communities and the environment. Mitr Phol Suppliers have to separate waste, hazardous waste, and pollution management including reducing energy consumption, water efficiency consumption, and reducing greenhouse gas emissions to the environment.



Responsibility to communities and society



Mitr Phol Suppliers have to operate the business while keeping in mind the surrounding communities and society, respect the local culture and traditions, including cooperate with communities, promote community activities and social development to improve quality of life.



Lodging Complaints



Mitr Phol has stipulated guidelines regarding lodging complaints to give Mitr Phol Suppliers the opportunity to provide information or lodge a complaint when they suspect wrongful, corrupt, unlawful, or unethical actions. They can do so by following these steps:

1.

Lodge a complaint or provide information through designated channels as per the guidelines stipulated by Mitr Phol regarding lodging complaints.

2.

Complaints that are based on false information or that are intended to defame others are in violation of Mitr Phol Supplier Code of Conduct.

3.

Mitr Phol provides protection to the complainant, the accused, and any others who are involved with the complaint. Protection is also provided for the information and evidence during the investigation process.



Definition

Lodging complaints cover issues regarding behaviors or actions that violate or are non-compliant with the laws, rules, regulations, measures, and the business ethics.

Process of lodging a complaint

Complaint Channels Written and Verbal Complaints:

 <p>Corporate Website</p> <p>www.mitrphol.com</p> 
 <p>E-mail</p> <p>CG@mitrphol.com</p>
 <p>Letter</p> <p>Corporate Governance Section, Mitrphol Sugar Co. Ltd. 2 Ploenchit Center, 3rd Fl. Sukhumvit Rd., Klongtoey, Bangkok 10110</p>
<p>Other appropriate channels that are convenient for the complainant</p>

** The complainant may or may not include his/her name and contact channel when lodging a complaint.

