

noble

## Supplier Code of Conduct

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Noble Development Public Company Limited (the “Company”) adheres to the principle of operating a business with transparency, honesty, ethics, legality and compliance with good governance principles. The Company is also committed to promoting social and environmental quality in line with sustainable development and the company’s business plans.

The Company is committed to improving business partners’ capabilities in operating a business with the Company with transparency, honesty and ethics, which are important factors for sustainable supply chain development, along with operating a business based on corporate social responsibility in order to enable the Company and business partners to grow together and expand development results to society with sustainability. Therefore, the Company has prepared and disseminated this Code of Conduct for Business Partners in order to inform all of the Company’s business partners of guidelines for working together.

### Guidelines for the Company’s Business Partners

#### 1. The Company supports the company’s business partners to have business ethics consisting of:

##### 1.1 Honesty and Ethics

- Operate businesses based on correctness, honesty, ethics and compliance with laws and regulations concerning business operations.
- Do not specify unfair prices or create unfair competitive advantages in addition to not seeking competitors’ confidential information by dishonest or inappropriate means.
- Cooperate in audits by the Company or authorized agencies and make corrections for mistakes to the best of ability.

##### 1.2 Anti-Corruption

- Do not commit actions that are corrupt or fit the scope of corruption by providing or offering, accepting, requesting or demanding bribes in the form of property, money, items or other benefits by direct or indirect means to directors, executives or employees of the Company to gain benefits or business advantages.

##### 1.3 Conflicts of Interest

- Do not be involved in any relationship with the Company’s directors, executives or employees to create benefits or conflicts of interest.
- Do not seek illicit gains or offer benefits to significant others from positions, duties and opportunities in the Company’s operations.

**1.4 Intellectual Property Rights**

- Do not violate intellectual properties of others and operate a business under relevant laws or specifications correctly.
- Do not disclose information that is the property of the Company from business operations with the Company.

**1.5 Confidentiality**

- Maintain confidentiality of any information and documents delivered by buyers without disclosing the aforementioned confidential information to any person or permitting any person to disclose confidential information of buyers to any person.
- Do not disclose confidential information to seek illicit gains for yourself or other persons without written consent from buyers in advance.

**1.6 Supply Chain Management**

- Communicate business policies or ethics and the Company's standards to business partners.
- Specify guidelines and measures in identifying key business partners and create measures for identifying and managing risks created by business partners, particularly business partners with economic, social and environmental risks.

**1.7 Shared Sustainable Growth**

- The Company provides opportunity for expressions of opinion or to hear business partners' information, which will benefit mutual development and growth with sustainability, including information from the Company's stakeholders.

**2. The Company supports the Company's business partners to have responsibility to society consisting of:****2.1. Human Rights**

- Respect employees' rights with equality and fairness.
- Do not discriminate based on differences in ethnicity, gender, skin color, religion, disability, lack of opportunity, social status or other matters.
- Respect employees' rights and assure employees that there will be no violent and inhuman actions including physical, verbal and mental violations or coercion in any form.

## **2.2. Labor Rights**

- Treat workers according to the law.
- Do not hire illegal workers or child workers at an age below criteria specified in laws. In the case of foreign workers, foreign workers must be hired correctly according to laws of the Ministry of Labor.
- Do not commit any actions against employees that fit the scope of forced labor, human trafficking, violation, coercion, threat or imprisonment in any form.
- Give workers' the right of freedom of association, collective bargaining, annual vacations and holidays specified by law.

## **2.3. Wages and Privileges**

- Pay workers appropriate wages and remuneration that are fair for job characteristics and working hours. Wages must not be lower than legally prescribed rates.
- Offer employees privileges entitled to employees under the law.

## **2.4. Occupational Health and Safety**

- Work to be consistent and compliant with acts on occupational health, laws and relevant regulations.
- Provide sufficient and prepared personal protective equipment for employees consistent with risks.
- Provide training to create knowledge and understanding among employees regarding safety and follow plans to prepare for emergency situations in disaster events or abnormal situations.

## **3. The Company supports business partners in being responsible with the environment as follows:**

### **3.1. Compliance with Environmental Laws and Regulations**

- Operate the business with responsibility towards the environment and comply with relevant environmental laws, rules, regulations and standards

### **3.2. Operate Environmentally-Friendly Businesses and Use Resources Effectively**

- Operate the business with consideration given to environmental impacts caused by operations and prevent potential pollution and reduce wasteful use of resources.
- Enact measures for preventing environmental impacts from production processes and storage before, during and after construction.

- Preserve the environment with consideration given to cost-effective and efficient use of energy and resources.
- Avoid business activities that impact biodiversity. Specify measures for reducing impacts on biodiversity along with maintaining and restoring biodiversity in areas of operation.
- Improve effectiveness, monitor, check and exchange knowledge and experience to create continual work process development.

#### 4. Monitoring and Audits

The Company conducts one or more random audits if there are complaints from those involved and stakeholders to ensure operations are compliant with laws and the Company's specifications.

The Company would like to inform the Company's business partners to acknowledge and comply with the aforementioned Supplier Code of Conduct for mutual development and sustainable growth.

This policy has been approved by the meetings of Corporate Governance Committee No.4/2022 held on November 23, 2022, and the Board of Directors No.9/2022 held on December 2, 2022.



(Ms. Punnee Chaiyakul)

Chairwoman of the Board

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