บริษัท สุธากัญจน์ จำกัด (มหาชน)

Golden Lime Public Company Limited



Supplier Code of Conduct for Sustainable Value Chain

Vision

SUTHA aims to develop the business and organization into sustainability pertaining to being a leading lime producer and mineral processor in South East Asia **in delivering highest values to all Shareholders and Stakeholders.**

Lime, an alkaline material, is chemically a fundamental raw material converted into useful products for everyday life. Even lime production is associated with unavoidable CO_2 emissions from heating the kiln and the calcination process, lime can compensate for its unavoidable emissions by minimizing negative environmental impact to both agricultural and industrial sectors by restoring and maintaining water resources, air and ground. Determined to deliver the value that we believe in, SUTHA intends to take part in making the world a better place.

Mission

"We contribute to a better world"

is established and aligned with our vision.

In addition, the strategies to achieve are defined to respond to sustainable mutual growth and good corporate governance.



Core Value

The Company's core values aim to provide care services to customers and stakeholders, which have been cultivated in all employees to develop a professional working attitude. The Core Values are as follows:

The values of SUTHA, aspired by the Carmeuse Group, are brought into the following corporate cultures and practices toward stakeholders.	
CUSTOMER FOCUS	SUTHA developed the product to a wide range of applications serves to many industries that ensure the long-term relationship with the customers. We promotes and supports the constant personal development. Improvement of its employees by doing so, employees are empowered to be the best of their abilities and serve our customer in the best way they can
LONG TERM	Long-term relationships, employees and the stakeholder are our greatest strength, which is why we need to make sure we develop the relationship and our potential, be proud of work what we do it and have fun at work together.
RESPONSIBILITY	A genuine concern for the environment around us, combined with integrating proven and reliable process in the production of lime and calcium carbonate in order to preserve the environment, it at the very heart of our values and at the very height of our goals. We at SUTHA believe that careful, considered, and responsible actions towards human health, natural resources, and the environment, is one of our greatest obligations as a company toward current and future generation.
RESPECT	A never-Ending Pursuit, in being the responsible and proactive company, SUTHA incorporates the best possible practices in our industrial process in a way that respects the well-being of human health, natural resources, and our environment.
EFFICIENCY	Maximizing resources efficacy, we use and transform natural resources-limestone, fuels, and water, in order to efficiently maximize their functional purpose, while at the same time minimizing waste. SUTHA's plant operations are highly experienced and skilled in using all raw material extracted from the earth. Our process management result in a careful consumption of energy, water and stone.

Message from Managing Director

Golden Lime Public Company Limited "SUTHA" has established a guideline for supplier development for sustainable supply chain management as all business partners are considered stakeholders who jointly foster and grow the company business in the business supply chain.

The Company intends to encourage business partners to follow sustainable business development guidelines called "**Supplier Code of Conduct for Sustainable Value Chain"** coupled with social responsibility and environmental responsibility.

SUTHA aims to cooperate with partners to conduct business with sustainability practices by laying down the guidelines for compliance with this Supplier Code of Conduct document for working together to create sustainable growth together.

This Supplier Code of Conduct consists of the following contents:

1) Procurement Policy, Product and Service Management, and Sustainable Value Chain management
2) Qualifications and practices of business partners and its selection criterion
3) Practices toward Business Partners /Suppliers
4) Anti-corruption , Fraud and Bribery
5) Green Procurement under the Society and Environmental Governance
6) Labor and human rights practices
7) Occupational health and safety
8) Environmental awareness and positive biodiversity promotion
9) Social Engagement and Inclusion
10) Business and transaction practices and trade credit term policy
11) Contact information
12) Confirmation of the suppliers' code of conduct

for acknowledgment and compliance.

Mr. Sathish Kumar Pushparaj
Managing Director

1

Procurement Policy, Product and Service Management, and Sustainable Value Chain Management Golden Lime Public Company Limited

To ensure efficient, transparent, fair, and auditable procurement, the Company applies a unified policy for selecting and managing products, services, and business partners. This policy integrates legal compliance, business ethics, ESG considerations, risk management, and supply chain due diligence, as follows:

1. Business partners shall be selected through risk-based due diligence and objective criteria, including capability, quality, price, service, ownership and beneficial ownership, financial integrity, sanctions status, legal and ESG compliance, and relevant performance history. They shall acknowledge this Code or demonstrate equivalent policies accepted by the Company.

2. Procurement shall be conducted ethically, impartially, and confidentially, with accurate and consistent information, equal treatment, documented decisions, and fair competition. Business partners shall not engage in anti-competitive conduct or improperly exchange commercially sensitive information.

3. Business partners shall comply with all applicable laws, regulations, permits, contracts, and Company policies, including sanctions and export controls, anti-money laundering and counter-terrorist financing, payment integrity, anti-bribery and corruption, conflicts of interest, taxation, data protection, and accurate books and records. Prohibited payments, facilitation payments, undisclosed intermediaries, and improper advantages are not permitted.

4. Business partners shall respect the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, and applicable ILO standards. Business partners shall prohibit child and forced labour, discrimination, recruitment fees, and retention of identity documents; protect freedom of association; comply with wage, working-time, occupational health and safety, and environmental requirements; maintain required permits; and safely handle, store, transport, and dispose of goods and materials.

5. Business partners shall screen relevant counterparties, banks and transactions where applicable; retain compliance, payment, and due-diligence records for the legally or contractually required period; and promptly report sanctions designations, legal violations, investigations, conflicts of interest, child or forced labour allegations, or other circumstances that may affect compliance. Good-faith reporting shall be protected from retaliation.

6. The Company may verify compliance through declarations, supporting documents, screening, self-assessment, audits, site inspections, and investigations. Business partners shall cooperate, provide requested information, and implement corrective and preventive actions within agreed deadlines. Serious, repeated, or unremedied breaches, including sanctions-related breaches, may result in enhanced monitoring, suspension, disqualification, termination, or other contractual or legal action. The Company may also provide engagement and capability-development activities to support continuous improvement.

Goods and service management
Golden Lime Public Company Limited

The company is committed to the sustainable procurement of goods and services, with excellent, transparent and fair operations, adhering to the principles of governance, environmental management and social care in the issues that the Company prioritizes and in line with the sustainability development to support business partners and stakeholders to acknowledge the policy as a guideline for practicing in the same direction in procuring goods and services throughout the supply chain and supporting business partners and stakeholders to acknowledge the policy as a guideline for practicing as follows:

The evaluation of business partners/sellers' performance will be conducted across various categories based on established criteria, as outlined below:

1. products and raw materials

This includes limestone, aggregates, coal, packaging, and general products, which will be assessed through two primary evaluations:
1.1 Quality:
- Product characteristics in relation to specifications
- Raw materials evaluated through its documented certificates, physical inspections, and quality standard compliance reports
- Packaging assessed based on documentation and adherence to quality standards
- General products evaluated for their alignment with user requirements

1.2 Service:
- Timeliness of delivery, ensuring it does not exceed the agreed-upon schedule and that quantities are delivered accurately

2. service work include:

2.1 Truck services, evaluated based on quality and service performance
2.2 Truck rentals for raw material transportation, where quality is determined by the condition of the materials, ensuring they are properly covered and transported in good condition, with accurate weight measurements. Service evaluation will include adherence to delivery timelines, driver performance, and staff coordination.
2.3 Machinery repair services, where quality is assessed based on the operational efficiency of the machinery post-repair.

2.4 Goods Packaging
Quality: Refer to the random weight verification checklist included in the goods transfer report.
Service: Evaluate based on the scheduled delivery timeframe.

2.5 Calibration services
Quality: Must be certified in accordance with international standards.
Service: the delivery timeline and Post-Delivery Support

3. Contractors and Service Providers

3.1 Safety Consideration
3.2 Environmental Consideration
3.3 Quality Consideration

The business partner acknowledges and adheres to the Supplier Code of Conduct (SCOC), which serves as a framework for sustainable supply chain management, fostering positive relationships, and promoting opportunities for ongoing collaborative development.

Procurement Process

1.1 Users submit a purchase request form (RO) detailing their product and service needs, which must be approved by the department head or manager, along with any necessary attachments.
1.2 The procurement department verifies the completeness of the request, including product type, quantity, packaging, and samples for pricing inquiries.
1.3 A vendor is selected, and pricing is requested based on the provided details.
1.4 The procurement team evaluates and compares vendor pricing based on product value.
1.5 A purchase order is submitted for executive approval per the accounting system's authority criteria.
1.6 In urgent cases affecting quality, users may seek initial approval from the department manager with written justification and notify procurement to expedite the order.
Upon receipt, the user inspects the goods for issues. The procurement department conducts vendor evaluations every six months and reassesses vendors if product quality changes.

Vendor Quality Review
Vendor evaluations occur annually in December. If there has been no trading activity in five years, the purchasing department will notify the accounts team to update the vendor's status.

Sustainable supply chain management
Golden Lime Public Company Limited

In managing the sustainable value chain, suppliers are important stakeholders who participate and promote the sustainable supply chain. Developing suppliers to jointly manage the sustainable supply chain following the UN Global Compact framework in 6 steps as follows:

1. The set out of the Supply chain sustainability declaration
   - 1.1 Determine the vision and goals of the Supply chain sustainability
   - 1.2. Establish Supplier Code of Conduct covering social and/or environmental issues to demonstrate the company's commitment to support its partners in their operation and ensuring an ethical and responsible manner to society and environment.
2. Conduct risk assessment and identify risks in ESG throughout the supply chain, study business activities throughout the supply chain to assess and manage partners, for example, key suppliers, strategic suppliers, etc.
3. Identify goals, strategies and policies for sustainable supply chain management, set criteria to classify suppliers for example, trade value, types of traded products/ services, etc.
4. Implement strategies, policies, and plans
   - 4.1. Determine roles and responsibilities in the supply chain management within the organization from the company's directorial level to the related departments, such as purchasing department, production department, quality inspection department, warehouse, and delivery, etc.

     The Board of Directors or a designated subcommittee oversees the sustainable supply chain management approach. The Procurement Department, together with the sustainability, safety, environmental, legal, and other relevant functions, is responsible for screening, assessing, monitoring, and reporting on suppliers' performance at least annually, including presenting significant risks and the status of corrective actions to management and the relevant board committees.
   - 4.2. Arrange process/ methods to identify economic risks (e.g., the risk of few partners, noncompliance products/services), social (e.g., human rights, employees, and labor), environment and reduction of impacts and the encouragement of positive biodiversity (such as compliance with laws, regulations, environmental standards, prevention of impacts on the ecosystem, and encroachment on protected areas of biodiversity) caused by the Company's partners.
   - 4.3. Supplier engagement to communicate the Company's expectations and commitments towards sustainability development and corporate in better the competitive abilities and supply chain involvement.
5. Performance evaluation and operation monitoring

5.1. Monitor compliance of the supplier's code of conduct such as the supplier's self-assessment or site visit, etc.

5.2. Provide initiatives to include partner's sustainable business operations into the Company's direction

6. Communicate and disclose strategies and procedures in working with the partners to develop towards the sustainable supply chain management covering from suppliers' risk assessment, suppliers' management, partner's evaluation, and development activities in both commercially and sustainably.

The Company monitors the effectiveness of supplier sustainability management through KPIs, including supplier Code of Conduct communication and acknowledgment rates, ESG risk screening coverage, assessment coverage of high-risk suppliers, CAP implementation rates, and the timely closure of corrective actions. Performance is reviewed against annual targets, and aggregate results are disclosed, where appropriate.

Human Rights Communication and Awareness

The Company shall communicate applicable human rights requirements, identified risks, and grievance procedures to employees, business partners, contractors, and other relevant stakeholders through appropriate and accessible channels. Business partners shall communicate equivalent requirements throughout their supply chains and periodically review and improve the effectiveness of such communication.

2 Qualifications and practices of business partners and its selection criterion

This Code of Conduct applies to the Company's suppliers, service providers, contractors, subcontractors, consultants, agents, and both direct and indirect business partners. Business partners are required to communicate the relevant requirements to their employees, subcontractors, and business partners based on the level of risk involved, and to establish appropriate measures to monitor and ensure compliance with these requirements.

Business partners: Business partner means seller of goods, contractor and/or service provider/ financial institution that grants credit or loan to the company (creditor) to the company including any contractual parties involved in the Company's operations, including business partners, associates and joint ventures, both juristic persons and natural persons whereby in this document appear as "Partner/Creditor"

Suppliers' qualifications

As a juristic person

1. A manufacturer, entrepreneur, distributor, dealer, or contractor including financial creditors with verified establishments and no violation of labor and human rights practices, neither child labor nor illegal workers. The products or services are environmentally friendly.
2. Reliable personnel, machinery and equipment, products, services, warehouse, financial status and operation or services
3. Cooperation in compliance with rules, guidelines, and practices set by the company.
4. Qualified service providers, distributors, financial institutions including after-sales services
5. Have No conflict of interest with the company's businesses.
6. No record of fraud, trade-based money laundering or committing of any offenses or illegal acts.
7. Sign off and acknowledge the suppliers code of conduct of SUTHA and do the suppliers assessment on their own.
8. Take reasonable efforts to prevent the effects of malicious electronic attacks such as computer viruses

and “phishing”, and also to prevent the spread of these attacks to Golden Lime PLC and other entities.

9. Cooperate with Golden Lime PLC and other entities (law enforcement, financial institutions) to resolve any problems associated with “phishing” and other electronic crime.

10. Business partners are required to operate with honesty and transparency.
    - Shall follow the principles of fair competition and comply with anti-monopoly and trade competition laws.
    - Shall not attempt to acquire trade secrets from customers or competitors and must respect intellectual property rights.
    - Any form of corruption is unacceptable, and partners must neither offer nor accept bribes, whether in cash, gifts, or promises of unfair advantages.
    - Shall refrain from actions like giving gifts or hosting entertainment that exceed normal business or cultural practices.
    - Financial records must be accurate, reliable, and maintained according to standard accounting practices, with relevant financial information disclosed to the company as needed.
    - Any potential conflicts of interest must be reported immediately.
    - Should create a complaint mechanism to facilitate the reporting and investigation of misconduct.

As an ordinary person

1. Be an identified person with verified documents
2. Reliable working references enough to be evaluated by the company with the delivery, after-sale services, warranties, and/or other conditions.
3. Identification documents issued by the government, such as ID Card
4. Sign off and acknowledge the suppliers code of conduct of SUTHA and doing the sustainability suppliers assessment on their own (social, environmental, and good governance).
5. Take reasonable efforts to prevent the effects of malicious electronic attacks such as computer viruses and “phishing”, and also to prevent the spread of these attacks to Golden Lime PLC and other entities.
6. Cooperate with Golden Lime PLC and other entities (law enforcement, financial institutions) to resolve any problems associated with “phishing” and other electronic crime.

Suppliers’ Practices for Mutual Benefits

1. shall take action to ensure that products and services meet the highest standards and shall be responsible for any products and services that fall below standards that may have a financial, operational or reputational impact on the Company.
2. shall comply with the terms and conditions specified in the contract or agreement made with the Company, including maintaining the agreed price, producing the products or services as agreed, and delivering the products or services on the agreed date.
3. shall implement sufficient safeguards to maintain the confidentiality of information related to transactions with the Company. This includes the Company's confidential and proprietary data, intellectual property, and any other non-public information, such as details concerning partners, contracts, pricing, employee compensation, knowledge, expertise, processes, and practices. Should there be any unauthorized disclosure of this information, whether deliberate or accidental, it must be reported to the Company without delay.
4. shall not seek personal or commercial benefits from confidential or proprietary information of the Company obtained from transactions with the Company or its employees.

Golden Lime PLC. has a sustainable supply chain management and a policy of participation in developing collaboration with important business partners. The Company has a guideline for prioritizing groups of business partners that are important to the Company using the following criteria:

Identifying criteria for the Critical Supplier and ESG Risk to classify suppliers by their risk levels, assess the risk by examining the number of suppliers that negatively affect the environment, taking into account the nature of the products and services they offer, Analyze procurement costs for each category of products and services, including potential risks associated with sourcing these items and the geographical locations of suppliers. This will help in effectively managing supplier relationships. Suppliers can be classified as follows:

2.1 Critical Tier 1 Suppliers
key suppliers who manufacture or provide services directly to the organization.
Critical non-Tier 1 Suppliers
significant suppliers who either manufacture or provide services to Tier 1 suppliers or are involved in the production and distribution of raw materials and fuels, which should be maintained as a backup source for future needs.
2.2 Tier 1 Suppliers
general suppliers who manufacture or provide services directly, but the organization engages with them occasionally
Non-Tier 1 Suppliers
These suppliers manufacture or provide services to Tier 1 Suppliers

Suppliers who pass the above criteria will be screened once again by the following criteria

- Suppliers of core raw materials and fuels that play a crucial role in the production process (Critical Component Suppliers).
- a sole vendor whose products cannot be replaced (Non-Substitutable Suppliers).
- High-volume suppliers with high purchasing volume exceeding 20 mTHB per year
- continual transactions
- Comply to business ethics; no violation of human rights such as forced child labor, illegal use of foreign workers, or violation of human rights and full answering of questionnaires with facts.
- Rightfully followed the procurement guidelines, as well as provide quality products and deliver products on time.

The Company also sets a development goal to the annually selected Critical Suppliers of each year as a cooperation in driving business development together in accordance with sustainability guidelines.

3

Practices toward Business Partners /Suppliers
Golden Lime Public Company Limited

1. Adhere to agreements with trading partners in a manner that is equitable and just, ensuring that both parties receive fair returns. This includes upholding human rights principles and complying with labor and human rights legislation, as well as actively participating in the collective effort to anti-corruption.
2. Comply with the contract or conditions mutually agreed upon and clearly state the terms and conditions, policies or conditions for determining the period of providing trade credit/financial credit between the Company and the suppliers
3. In the event that any of the conditions cannot be met, negotiations must be expedited with the business partner in advance to jointly find a solution and prevent damage.
4. Provide accurate, complete, and timely financial information consistently.
5. Do not demand, receive, or provide any dishonest benefits to business partners. If there is information that any dishonest benefits have been paid, discuss with business partners to jointly resolve the problem fairly and promptly.
6. Establish a clear condition of guarantee or retention deposit and clearly communicate to business partners and creditors
7. Act and perform in accordance with the terms and conditions of the sales contract or credit contract. If there are guarantee conditions, they should be clearly specified, including compliance with the guarantee conditions, capital management, and debt repayment on time as agreed. Or if there is a default, there should be an agreement to request an extension of the period, including negotiations to change the terms and conditions to gain consent between the trading partner/creditor/contracting party. Or if there is a change in any terms and conditions, there should be a written notice of the change in advance to inform the trading partner/creditor or both parties in advance.
8. Maintain and protect business partner/creditor data, including designating data controllers and data assessors to be responsible for maintaining the database and protecting business partner/creditor data according to the criteria set by law according to the Personal Data Protection Act, which is announced and published on the Company's website.
9. Strictly check and verify with the partners or creditors when their name, address or bank account number is updated to protect against cyber fraud and network phishing including notifying the practice regarding the right to receive protection in accordance with the Personal Data Protection Act.If personal data needs to be corrected or wishes to exercise the rights of the personal data, it shall comply with the practices and formats published by the Company.
10. Collaboration between the Company and partners to implement a sustainable approach in the value chain system for trading benefits along with the business operation with no impact on society and the environment. and promoting the potential competence of partners by collaborating to develop an operational approach to be consistent between the Company and its business partners. both in terms of knowledge development to ensure alignment with sustainability business practices, innovation development or enhancement to development in various fields, etc.

4

Anti-corruption , Fraud and Bribery

The Company is committed to maintaining transparency in its procurement processes by establishing guidelines that promote fair and non-discriminatory practices. This approach aims to facilitate effective operations while upholding the Company's positive reputation. Consequently, specific criteria have been outlined to govern the ethical standards of the Company's procurement activities, which include the following:

Collaborative efforts to combat corruption and bribery are essential in mitigating risks associated with these issues. The Company is dedicated to fostering, advancing, and implementing initiatives in alignment with the following guidelines.

Acceptance of gifts, tokens, entertainment, and preferential treatment

1. **Acceptance of gifts or tokens**

The Company has a policy of not accepting gifts or presents that may be considered as bribery, except for the giving of souvenirs that are traditionally prepared by business partners, such as the Company's souvenirs given during New Year's festivals, diaries, or calendars. The Company does not consider the acceptance of such traditional gifts or souvenirs as bribery.

2. **Acceptance of entertainment**

Regarding hospitality, the Company requests that each unit consider the appropriateness and should avoid it if it is not necessary. Requesting that business partners take each other out for hospitality or social gatherings at various locations is considered an unethical act by the Company.

3. **Preferential treatment**

Should the company permit its trading partners to engage in the bidding process, it must avoid any actions that could be perceived as favoritism towards a particular trading partner. Such behavior may lead other trading partners to feel that the process is inequitable, potentially resulting in misunderstandings that discourage their participation in bidding. Furthermore, this could lead to negative word-of-mouth, ultimately harming the company's reputation.

5

Green Procurement
under Society and Environmental Governance

The Company has a policy and process in procurement by promoting the Green Procurement principle as follows:

1. When choosing products and services, it is essential to ensure that these selections adhere to labor and human rights standards, do not infringe upon protected biodiversity areas as defined by international law, and are free from child labor or any form of illegal employment. The focus should be on environmentally sustainable options that have a reduced impact compared to conventional products and services serving the same purpose. This selection process must consider the entire life cycle of the product, from the sourcing of raw materials to the management of waste at the end of its life, rather than merely addressing environmental issues that arise from the use of such products and services.
2. Fair and equitable procurement. In the case of the non-specific products, there should be an opened opportunities for many trading partners who offer these products and services to enable the Company to select the best, most appropriate and beneficial suppliers.
3. Invitation to bidders should select good partners and those interested in the bidding. Inviting partners just to meet the number according to the regulations without considering the ability to fulfill the obligation will result in the procurement lacking quality and unfairness to both the company and other partners.
4. All suppliers or vendors must receive identical written information and conditions, including the same guidelines for adhering to the code of conduct and essential procurement details. Any verbal explanations must be documented in a written statement for confirmation.
5. Suppliers shall deliver the products and services in accordance with obligatory performance prescribed in agreements and any other requirements under the partners' supervisory.
6. Laws, rules, and regulations compliance. Suppliers are expected to follow and comply with the laws, rules, and regulations in business operation.
7. The Company's regulations and procedures shall be provided to suppliers including any updates thereafter.
8. Deliverables inspection and payment should be done quickly and concisely with fairness to trading partners. Deliberate delay practices are unethical.
9. Refrain from assisting partners/ creditors to avoid statutory taxes payment to the government.

6

Labor and human rights practices

1. Business partners are required to adhere to labor laws, labor practices, and immigration regulations appropriately.

2. Business Partners and creditors must acknowledge, uphold, and advocate for the human rights of all stakeholders as outlined in the Universal Declaration of Human Rights (UDHR). This includes ensuring that employees, particularly vulnerable groups like women, children, minorities, foreign workers, contracted laborers, and local communities, are treated with the highest regard for their human dignity.

3. Business Partners shall avoid discrimination acts or abusing a person due to individual differences in various aspects such as race, color, ethnicity, language, religion, country of origin, nationality, disability, culture or status, etc. Business Partners shall treat all persons equally.

4. Child Labor Prevention that the Business Partners shall not hire child labor under the legal age and avoid recruiting child labor in the process of its business.

5. Freedom of labor, right to choose work, forced labor and human trafficking.

   Business partners shall not employ workers in contrary to the willingness of workers in any case and shall not get involved or exploit any form of forced labor, slave labor or human trafficking and not treat workers by means of torture, imprisonment, harassment, cruelty, coercion or any other acts that represents forced and involuntary labor.

6. Freedom of Association, Collective Bargaining, and Fair Treatment of Workers

   Business partners shall respect employees' rights to establish, join, or refrain from joining trade unions or employee organizations voluntarily, including the rights to appoint representatives and engage in collective bargaining in good faith, in accordance with applicable laws. Business partners shall not intimidate, harass, discriminate against, retaliate against, or otherwise disadvantage employees for exercising such rights. Where these rights are restricted by law, business partners should provide lawful alternative channels through which employees may freely express their views and participate in discussions concerning employment conditions.

7. Working Hours, Overtime, and Rest Days. Business partners shall ensure that working hours, overtime, rest periods, and weekly rest days comply with applicable labour laws and do not exceed reasonable limits. Overtime shall be voluntary unless otherwise required by law and shall be properly controlled, recorded, and compensated. Employees shall receive adequate rest periods and statutory days off.

8. Minimum Wages and Adequate Living Remuneration. Business partners shall pay employees wages, overtime compensation, benefits, and other remuneration at no less than the rates prescribed by law, within the required timeframes, and with accurate, transparent, and auditable payment records. Business partners should seek to promote remuneration sufficient to support a decent standard of living, taking into account local and industry conditions. Wage deductions as a disciplinary measure or any unlawful deductions are prohibited. Employment terms, wage rates, and deductions shall be clearly communicated to employees in a language they understand.

7 Occupational health and safety

1. Safety and working environment: The company's partners must adhere to occupational health and safety regulations to ensure a secure working environment, thereby reducing the risk of accidents, injuries, illnesses, and emergency incidents.

2. Personal protective equipment shall be arranged and provided to prevent injuries to staff.

3. Emergency Preparedness; to establish a contingency plan for emergencies and to effectively communicate this plan to employees, ensuring they comprehend the necessary actions to take in order to mitigate risks during an emergency situation.

8 Environmental awareness and positive biodiversity promotion

1. Environmental Management: The Company's business partners must have environmental management that complies with laws, regulations, rules, and international agreements to reduce environmental and biodiversity impacts in order to lead to effective development in working for a sustainable environment.

2. Waste, chemicals and hazardous materials: business partners must manage, maintain, release or dispose of waste, chemicals and hazardous materials resulting from business operations in accordance with applicable laws and regulations, with inspections and good control measures, without affecting the environment.

3. Community impacts: The business partners shall evaluate and manage the environmental effects that may result from operations on the neighboring communities.

4. Efforts to Reduce Environmental and Biodiversity Impacts:
Business partners shall avoid using raw materials that adversely affect protected plant and animal species or encroaching upon areas that may be affected by biodiversity loss; rehabilitate biodiversity following land use; prevent impacts and manage wastewater discharges in accordance with applicable standards; and promote activities that reduce carbon dioxide and greenhouse gas emissions.
5. Energy and Greenhouse Gas Emissions: Business partners shall monitor and manage energy consumption, promote energy conservation and the use of renewable energy where appropriate, and identify, quantify, and reduce greenhouse gas emissions arising from their operations, products, and services. They shall maintain verifiable data and supporting evidence and provide such information to the Company upon request.
6. Water, Pollution, Waste, and Resource Efficiency: Business partners shall use water, raw materials, fuels, and other resources efficiently; assess water-related risks at their operating locations; prevent and control air, water, soil, noise, and odour pollution; minimize waste at source; and ensure the proper segregation, reuse, recycling, transportation, treatment, and disposal of waste, including hazardous waste, through legally authorized service providers. Relevant monitoring records and waste documentation shall be maintained.

7. Biodiversity and Land Use: Business partners shall avoid activities that cause encroachment upon, or material adverse impacts to, protected areas, areas of high biodiversity value, protected species, and critical ecosystems. They shall apply the mitigation hierarchy—avoid, minimize, restore, and, where necessary, offset—and implement site rehabilitation measures and risk-based impact monitoring.

Supplier Environmental Screening, Monitoring, and Performance Improvement Process

The Company uses the information provided, together with supplier category, geographic location, procurement spending, potential environmental impacts, complaint history, and previous performance, to determine an ESG risk rating and classify suppliers into low-, medium-, or high-risk categories.

Medium- and high-risk suppliers are subject to a risk-based monitoring and assessment program, which may include document reviews, interviews, remote assessments, and on-site audits.

The Company tracks and reports the number and percentage of suppliers screened and assessed, the number of on-site audits conducted, audit findings classified by severity, corrective action plans (CAPs), and the percentage of findings closed within the agreed timeframe.

Records of communications, supplier acknowledgements, participation, ESG risk ratings, audit reports, findings, corrective action plans, and closure status are maintained to evaluate effectiveness and support the continual improvement of supplier environmental management practices.

Supplier Environmental Self-Assessment Questionnaire

Section 1: General Supplier Information			
Company/Supplier Name	.....	Supplier Code	.....
Products/Services	.....	Operating Location	.....
Respondent's Name	.....	Position/Department	.....
Email/Telephone	.....	Assessment Date	.....
Instructions: Please mark ✓ in the appropriate "Yes / In Progress / No / Not Applicable" box and provide or attach supporting evidence. For each response marked "No" or "In Progress," please prepare a corrective action plan identifying the responsible person and target completion date.			

No.	Assessment Topic/Question	Response	Evidence/Details	Score
1	**Legal Compliance:** Does the supplier hold all required environmental permits, with no unresolved violations, fines, or regulatory orders?	□ Yes □ In Progress □ No □ N/A	Permits, inspection reports, incident records	.....
2	**Environmental Management System:** Are there an environmental policy, assigned responsibilities, objectives, procedures, and/or an ISO 14001 or equivalent system?	□ Yes □ In Progress □ No □ N/A	Policy, responsibility matrix, certificates, action plans	.....
3	**Energy:** Is energy-use data collected, are reduction targets established, and are energy-efficiency or renewable-energy projects implemented?	□ Yes □ In Progress □ No □ N/A	kWh/fuel data, targets, and project results	.....
4	**Greenhouse Gas Emissions:** Are greenhouse gas emissions calculated for at least Scope 1 and Scope 2, with emission-reduction targets or plans?	□ Yes □ In Progress □ No □ N/A	GHG inventory, calculation methodology, base year, targets, and performance	.....

No.	Assessment Topic/Question	Response	Evidence/Details	Score
5	**Water:** Are water use, water sources, water-related risks, wastewater discharge, and water-reduction or reuse measures monitored?	□ Yes □ In Progress □ No □ N/A	Water volumes, wastewater test results, permits, and water-reduction projects	.....
6	**Pollution:** Are controls and monitoring in place for air, water, soil, noise, and odour pollution, as well as community complaints?	□ Yes □ In Progress □ No □ N/A	Monitoring results, control measures, complaint records	.....
7	**Waste and Hazardous Waste:** Are waste reduction, segregation, storage, transportation, treatment, disposal, and authorized waste contractors properly managed and monitored?	□ Yes □ In Progress □ No □ N/A	Waste volumes, manifests, waste-contractor permits	.....
8	**Chemicals and Hazardous Materials:** Are chemical inventories, Safety Data Sheets (SDS), labelling, storage, training, and emergency response plans maintained?	□ Yes □ In Progress □ No □ N/A	Chemical register, SDS, training and emergency-drill records	.....
9	**Resources and Circular Economy:** Are raw-material efficiency, packaging, recycled materials, reuse, and design measures to reduce life-cycle impacts monitored?	□ Yes □ In Progress □ No □ N/A	Raw-material/packaging data, recycling rates, improvement projects	.....
10	**Biodiversity and Land Use:** Have impacts on protected areas, ecosystems, and important species been assessed, with measures to avoid, minimize, restore, or offset impacts?	□ Yes □ In Progress □ No □ N/A	Maps/impact assessments, rehabilitation plans, monitoring results	.....
11	**Emergencies and Incidents:** Are prevention and response plans in place for spills, fires, and environmental incidents, including investigation and recurrence-prevention measures?	□ Yes □ In Progress □ No □ N/A	Emergency plans, drill records, incident reports, and CAPA	.....
12	**Supply Chain:** Are environmental requirements communicated to subcontractors and suppliers, and are they screened, assessed, monitored, or required to implement corrective action plans?	□ Yes □ In Progress □ No □ N/A	Contractual requirements, assessments, audit reports, corrective action plans	.....

Section 3: Score, Risk, and Corrective Action Summary			
Scoring Criteria	Yes = 2 points | In Progress = 1 point | No = 0 points | Not Applicable (N/A) = excluded from the calculation		
Calculation Formula	Percentage Score = Points Earned ÷ Maximum Points for Applicable Questions × 100		
Risk Level	Low: 80–100% | Medium: 60–79% | High: Below 60%, or any unresolved legal violation or serious incident		
Assessment Result	Points Earned ..... / Maximum Points	Equivalent to .....%	Risk: □ Low □ Medium □ High
Issue Requiring Corrective Action	Corrective/Preventive Action	Responsible Person/Target Date	Evidence and Closure Status
.....	.....	.....	.....
Certification	I certify that the information and supporting evidence provided are true and complete, and I consent to the Company requesting additional information or conducting an assessment according to the applicable risk level. Authorized Certifier ..... Position ..... Signature ..... Date		

9 Social Engagement and Inclusion

Business partners must recognize the importance of operating in a way that does not negatively affect the community and society. They should actively contribute to enhancing the quality of life and collaboratively work towards improving the well-being of the community and Thai society.

10 Business and transaction practices and trade credit term policy

1. Once the price and terms have been established, specific trade partners or business associates will be approached to proceed with the next phase.
2. Juristic entities are obligated to provide a tax payment identity card (Pho. Po 20). Conversely, individual persons must submit either identity cards or tax payment identity cards to register as traders or service providers for the Company. Additionally, they are required to furnish proof of a bank account along with a phone number or email address to verify the identity of the partner in the event of a money transfer. This measure is implemented to mitigate the risk of counterfeiting and fraud within computer systems and IT networks.
3. Adhere to the requirements, including the procurement process and payment terms, in accordance with the Company's procurement and payment systems.
4. The Company's written purchase order and agreement contract are considered business obligations.
5. Trade partners and creditors are also obligated to provide a guarantee or earnest money during the purchasing or contracting processes, which will be detailed in a written agreement. The guarantee or earnest money will be refunded to the trade partners upon the fulfillment of the business obligation.
6. Trade partners and creditors are obligated to provide goods and services punctually, ensuring compliance with labor and human rights regulations, as well as other applicable laws. They must also submit the tax invoice, receipt, and any other pertinent documentation to facilitate payment at the designated time and location specified by the Company. Payments for goods and services, including withholding tax and other contractual obligations such as guarantees and earnest money, will be executed via cheque or bank transfer to the account of the trade partner or business partner.
7. Business partners and creditors can ask to update their information in the system by reaching out to the purchasing or procurement unit and providing the revised documents signed by an authorized representative of the business partner or creditor.

For creditors or contracted parties, rules are set as obligatory performance in mutually agreed contract and a credit contract. In case of terms of guarantee clearly stated, such conditions of the guarantee shall be followed and the capital management, the on-time loan repayment will be strictly monitored to avoid defaults payments.

Plus, the policy on Trade credit insurance is established in considering and granting of the credit term with trade partners or trade creditors in general who are not subsidiaries.

The credit term of payments is 30-90 days depending on the type of products. The billing note / invoice and payment conditions for business partners in general following the common account periods are;

1) Billing note / invoice at every 1st-3rd of each month from 14.00-17.00 Hrs.
2) The transfer of payment on 15th or 30th of each month credit term period (If your due date falls on a Saturday, Sunday, or legal holiday, the due date is delayed until the next business day.)
3) Credit term after the billing note / invoice (i.e., 30 days credit: product delivery on 15th January, billing note / invoice shall be 1st-3rd of February and the transfer of payment will be by 15th March).
4) No billing note / invoice after 25th of each month with the exception of certain products such as oil and raw materials, etc.

The credit terms given to suppliers, partners, contractors, service providers of some or to each of subsidiaries may differ from the criteria set out above depending on the type of business, type of product, type of raw material and nature of service that the Company and its subsidiaries will make an agreement with the seller, partner, contractor or service provider or each counterparty.

11 Contact information

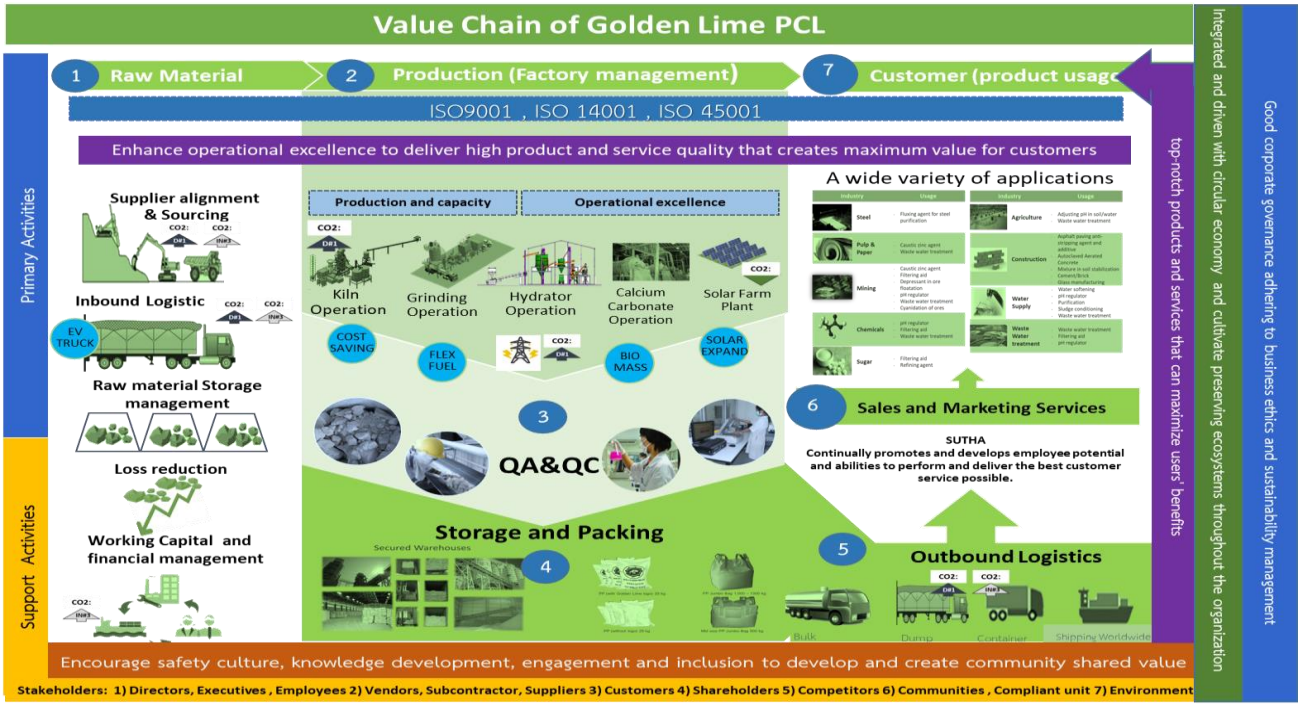
Whistleblowing & Complaint

Scan the QR for the whistleblowing and complaint channel Select EN

For English version

To inquire and report violations of the supplier code of conduct:
Procurement Department036-436421,088-2791606
E-mail: lqpur@goldenlime.co.th
Or inquiries via the company website

Treatment will be taken following the outlined procedure.
Head office No. 02 017 7461 - 3
Email : office@goldenlime.co.th



12

Confirmation of the suppliers' code of conduct

Latest revision of Supplier code of conduct

Golden Lime Public Company Limited (“SUTHA”) is committed to business ethics, social and environmental responsibility, rights of stakeholders as organizational guidelines to achieve the sustainability objectives under the established policy and practices to partners/creditors.

The procurement process with guidelines for fair conditions or agreements includes educating as an uplift partner to encourage business partners/creditors to conduct business with honesty, transparency, and compliance with laws, occupational health and safety standards, and human rights by laying out partners/creditor’s selection assessment for sustainability practices. Therefore, a supplier code of conduct is here to clarify, provide information and supervise partners/creditors the assessment of suppliers/creditors and confirmation of the acknowledgment of consent and cooperation According to the Code of Conduct as follows:

1. Partners/creditors are qualified according to the qualifications of trading partners/creditors of Golden Lime Public Company Limited.
2. Partners/creditors acknowledge the public announcement of the anti-fraud and corruption policy of Golden Lime Public Company Limited partnering with the Office of the National Anti-Corruption Commission as SUTHA aims to support all stakeholders and partners/creditors to participate in compliance with the anti-fraud and corruption policy or join a network with a private organization or anti-corruption networks of government agencies or local organizations.
3. Partners/creditors are historically free from prohibited trading due to fraudulent actions and violations of Human rights and labor laws and willing to join together in the fight against corruption in any organization as deemed appropriate by business partners/creditors.
4. Partners/creditors acknowledge the Company's guidelines in dealing with trade partners/creditors and know the channels to complain about non-compliance with the prescribed code of conduct
5. Partners/creditors acknowledge complying with the above ethics and practices which can be downloaded via QR code to strictly follow as partners hence signed and seal it as confirmation.

_____

(.....)

Position.....

Date .....

Stamp Company’s Seal

No.	Document Number	Revision date	Effective date
1	CS20230601_SCOC	01 June 2023	01 June 2023
2	CS20230601_SCOC_Rev.01	24 September 2024	01 October 2024
3	CS20230601_SCOC_Rev.02	8 October 2026	8 October 2026

Process-oriented
Safety-driven operations
Deliver the best quality
Building community relationships
Caring for the environment



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