

## Announcement

### Supplier Code of Conduct

#### Thai Life Insurance Public Company Limited

Thai Life Insurance Public Company Limited (the "Company") is committed to conducting business in accordance with the principles of good corporate governance and comply with the business ethics in accordance with the Sustainable Development Goals (SDGs) and realize that the Company's business activities is related to the product sellers, contractors or service providers to the Company ("Suppliers"), who are considered to play an important role in supporting business operations of the Company.

For this reason, the company has established the Supplier Code of Conduct for Suppliers to use as a guideline for conducting business as well as promoting and supporting all Suppliers to have good corporate governance, ethical standards in work operations and are strictly in compliance with relevant laws, such as those related to bribery and anti-corruption, anti-money laundering and the financing of terrorism, human rights and labor laws, safety and hygiene in the workplace laws, as well as encouraging Suppliers to conduct business responsibly towards society and the environment which are in line with the business operations of the Company.

In order to achieve the above objectives in buying product and services with all Suppliers, Procurement Division or other divisions related to the purchase of goods or use of services shall arrange for all Suppliers to acknowledge the Company's Supplier Code of Conduct before entering into contracts.

Thus we announce it for all employees' acknowledgment and strict adherence.

Announced on February 2023

Thai Life Insurance Public Company Limited

(Mr. Chai Chaiyawan)

Director and Chief Executive Officer



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## Supplier Code of Conduct

### Thai Life Insurance Public Company Limited

"Thai Life Insurance Public Company Limited is committed to conducting business in accordance with good corporate governance principles and comply with the business ethics according to the Sustainable Development Goals (SDGs); therefore, the Company has made the Supplier Code of Conduct to support and encourage the Company's Suppliers to operate in accordance with relevant laws including having accountability that takes into account social and environmental impacts."

The Company values and supports its Suppliers in carrying out business with transparency and fairness, taking into account the environment, human rights, community rights, good labor practices and good governance through compliance with the Company's Supplier Code of Conduct by following up the Suppliers' operations and is ready to support Suppliers to be capable of performing according to this Code of Conduct accurately and completely in order to form a Supply Chain to be sustainable and effective and be valuable to society and the environment.

#### Definition

<b>Suppliers</b>	means	Distributor, contractor or service provider to the company.
<b>Confidential Information</b>	means	Trade Secrets according to the Trade Secrets Act, any information including information of third parties, which the company has disclosed to the suppliers and the company wishes to keep such information confidential and/ or trade secrets of the Company, business plans, intellectual property including, but not limited to, processes, algorithms, computer programs ( source code, object codes, executables, and databases used to connect with computer programs) , prototypes, drawings, formulas, product development techniques, experimental data, business data, including information about marketing, management, finance, customer information, employee information and any other information.

## **Guidelines**

### **1. Governance**

1.1 Conduct business based on ethical principles, integrity, transparency and do not support corruption, money laundering and all forms of terrorist financing.

1.2 Compete with honesty and fairness, do not do trade barrier and imposing conditions that restricts other people from doing business unfairly.

1.3 Protect the confidential information of the company, personal data of employees and customers of the Company and must not use it for benefits without consent, except in the case of complying with law.

1.4 Do not infringe the intellectual property rights of others.

1.5 Avoid any action that may adversely affect the Company's business or defame the Company's reputation.

1.6 Have a business continuity plan to be able to deliver products or provide services to the Company continuously.

### **2. Compliance**

The Company expects our Suppliers to commit to:

2.1 Comply with laws and regulations of the government, government agencies, independent agencies established by law, local administrative organizations or any agency established by law, such as ministerial regulations, announcements, orders, whether in the field of life insurance, prevention and anti-money laundering, anti-terrorist financing and the proliferation of lethal weapons, business ethics, tax, labor including foreign workers, security, labor safety, occupational health safety and the environment, etc.

2.2 Have necessary licenses to perform and operate businesses that comply with the laws and regulations of the government, government agencies, independent agencies established by law, local administrative organizations or any agency established by law.

2.3 Notify the Company when receiving a legal inspection or when being brought to legal proceeding by the government, a government agency, an independent agency established by law, local administrative organization or any agency established by law.

### **3. Social**

3.1 Respect human rights, equally treat, respect human dignity and personal rights of employees without discrimination or discrimination against labor due to differences in race, color, religion, gender, age, nationality, sexual orientation, disability or any other matter.

3.2 Respect community rights, have measures to prevent or mitigate impacts that may occur to the community and to fairly provide remedy to those who are suffered.

3.3 Comply with relevant labor laws, rules and regulations. Supplier should respect equality and personal rights of employees without discrimination Do not coercively exploit labor. Hiring workers, determining wages, compensation and welfare shall be fair and in accordance with labor law.

3.4 Participate in activities to help society according to their abilities, whether organized by the public, private or community.

#### **4. Environment**

4.1 Comply with laws, rules, regulations and environmental standards related to Suppliers' operations.

4.2 Conduct business that is environment-friendly and takes into account environmental impacts, including climate change and have appropriate management to prevent and mitigate environmental risks and impacts.

4.3 Know the value of conservation and use natural resources economically and be efficient, as well as supporting activities that contribute to the sustainability of the environment and natural resources.

#### **5. Safety and Occupational Health**

5.1 Provide a working environment that is safe and hygienic and results in effective work in accordance with law, rules and regulations of the government.

5.2 Safety and hygiene systems in the workplace are regularly inspected.

5.3 Provide training and create understanding for employees about security measures and various emergency plans for employees to act and solve problems correctly when any accident occurs.

#### **6. Confidentiality**

Supplier shall maintain confidentiality and protect company information by keeping it safe and limiting access only for people who need information for their work. Any unauthorized disclosure of the company's confidential information, whether intentional or not, shall be reported to the Company immediately, and will be responsible for damages incurred to the Company or any third party who is damaged by the disclosure of such confidential information.

## 7. Relationship Representation

Suppliers represent and confirm that Suppliers understand “related persons” in accordance with “Notification of Capital Market Supervisory Board Tor Jor 21/2551 Re: Criteria for Related Transactions” (ประกาศคณะกรรมการกำกับตลาดทุน ที่ ทจ.21/2551 เรื่อง หลักเกณฑ์ในการทำรายการที่เกี่ยวข้องกัน) including those amended in the future and warrant that Suppliers do not have any relationship which falls within related persons in accordance with the abovementioned Notification. In the future, if Suppliers have the relationship which falls within the definition of the Notification, Suppliers will immediately notify the Company of this relationship.

## 8. Applicability

Suppliers acknowledge and agree that this Supplier Code of Conduct is prerequisite for sales and service contracts of the company, as well as an agreement in the form of a purchase order or employment contract or by electronic procedure. In any event, to perform in accordance with the Supplier Code of Conduct does not create the right to receive any benefits to Supplier beyond the trading or service agreement between the Supplier and the company.

The company reviews the Supplier Code of Conduct annually or when there is an important event that warrant a review and will communicate to Supplier.

Partners sign and affix a juristic person seal.

On behalf of [Juristic Person's Name]

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Authorized Person(s)