



บริษัท สหชลผลพืช จำกัด
SAHACHOL FOOD SUPPLIES CO.,LTD.
協春菓蔬 食品有限公司
เลขทะเบียนนิติบุคคล 0205522000153

สำนักงานกรุงเทพ : 530 ซ.สาธุประดิษฐ์ 58 แขวงบางโพงพาง เขตยานนาวา กรุงเทพฯ 10120

BANGKOK OFFICE : 530 SOI SATHUPRADIT 58, BANGPONGPANG, YANNAWA, BANGKOK, 10120 THAILAND

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โรงงาน : 955/559 หมู่ 11 อ.สุขาภิบาล 8 ต.หนองขาม อ.ศรีราชา จ.ชลบุรี 20230

FACTORY : 955/559 MOO 11, SUKHAPHIBAN 8 ROAD, NONGKHAM, SRIRACHA, CHONBURI, 20230 THAILAND

TEL : +66 (0) 38 480 011 - 3 FAX : +66 (0) 38 480 682 , +66 (0) 38 480 158

Code of Conduct for Directors, Executives, and Employees

1. Responsibility in the Performance of Duties

The Board of Directors recognizes the importance of good corporate governance and has continuously implemented measures to ensure that directors, executives, and employees acknowledge and adhere to a unified set of principles. Under this Code of Conduct, all directors, executives, and employees are required to conduct themselves with integrity, honesty, prudence, and due care, in order to serve the best interests of the Company and all stakeholders. Accordingly, the following Code of Conduct is established:

Directors and Executives

1. Perform their duties with responsibility, prudence, honesty, and integrity, in compliance with applicable laws, the Company's Articles of Association, and relevant policies and regulations.
2. Perform their duties to the best of their abilities in order to achieve the greatest benefit for the Company, including attending all meetings, except where there are reasonable and unavoidable circumstances.
3. Perform their duties with impartiality. In any meeting, directors and executives shall have no voting rights on matters in which they have a conflict of interest.
4. Manage conflicts of interest with due care and sound judgment, giving priority to the interests of the Company to ensure transparent and proper management.
5. Ensure that the performance of the Board of Directors is evaluated on an annual basis.

Employees

1. Support and cooperate consistently in the Company's business operations and perform assigned duties to the best of their abilities in order to promote positive outcomes and sustainable growth for the Company and employees as a whole.
2. Comply with applicable laws, Company policies, work rules, regulations, and relevant announcements.
3. Treat all visitors and business contacts with courtesy, professionalism, and excellent service, and uphold the Company's image and reputation.
4. Safeguard trade secrets and refrain from disclosing the Company's confidential or internal information to external parties.



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5. Refrain from borrowing money from customers, parties related to customers, or business partners of the Company, except for loans obtained from banks or financial institutions.
6. Comply with lawful and legitimate instructions issued by supervisors.
7. Uphold teamwork, cooperation, unity, and mutual respect, for the benefit of both the Company and its employees.
8. Treat colleagues with kindness and good human relations; refrain from making false or malicious statements about others; and do not misappropriate or claim the work of others as one's own.
9. Perform duties with diligence, honesty, and integrity, and refrain from seeking or accepting any improper benefits for oneself or others by virtue of one's position or employment with the Company.
10. Perform duties responsibly, carefully, and without negligence, so as to avoid causing damage to work processes or the Company's assets.
11. Conduct oneself as a responsible citizen in accordance with the Constitution and applicable laws, exercise political rights appropriately, and avoid involvement in any unlawful activities or activities contrary to public order and good morals.

2. Protection and Proper Use of the Company's Assets

Directors, executives, and employees have a duty and responsibility to safeguard and utilize the Company's assets, as well as assets under the Company's control, efficiently and appropriately. The following guidelines shall apply:

1. Use the Company's assets solely for business purposes and refrain from using such assets for personal benefit or for the benefit of external parties.
2. Protect the Company's interests and assets from loss, damage, or misuse, exercising the same care as a reasonable person would exercise over their own property, and refrain from seeking any improper benefits.
3. Ensure that appropriate insurance coverage is maintained at sufficient levels to cover potential damage to the Company's assets.
4. Refrain from using computers or information systems in a manner that unlawfully accesses, intercepts, damages, destroys, alters, modifies, or interferes with the data or systems of others, in violation of laws relating to computer-related offenses, and ensure that information technology systems are secured in accordance with international standards.



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5. Use the Company's email and internet systems provided for business purposes with due care, and refrain from any use that may damage the Company's reputation.
6. Safeguard and do not permit others to use passwords for accessing the Company's information systems.
7. Refrain from reproducing, modifying, or otherwise using the Company's intellectual property for personal benefit or for the benefit of others without the Company's authorization.
8. Report to supervisors upon becoming aware of any act that constitutes, or may lead to, an infringement of rights or disputes relating to the Company's intellectual property.
9. Ensure that important Company documents are properly maintained and retained in accordance with applicable legal or regulatory retention periods, and that such documents are destroyed using appropriate methods once the retention period has expired.

3. Whistleblowing and Complaint Handling

The Board of Directors encourages employees and stakeholders to report any suspected violations of law, fraud, misconduct, or unethical behavior by employees, as well as any actions that may cause damage to the Company. This also includes complaints relating to violations of rights or unfair treatment of employees or stakeholders. Such reports or complaints may be submitted through the channels and procedures established by the Company.

The Company shall receive and handle all reports and complaints fairly, transparently, and impartially, and shall implement systematic measures to protect whistleblowers. All information relating to whistleblowers shall be treated as confidential and safeguarded by the Company.

Whistleblower Protection Measures

1. Whistleblowers may choose to remain anonymous if disclosure of their identity may result in safety concerns or potential harm.
2. The Company shall maintain the confidentiality of all relevant information and ensure the safety of whistleblowers by implementing appropriate protection measures. Employees who submit complaints or cooperate in fact-finding investigations shall be protected against unfair treatment resulting from such actions, including but not limited to interference with work duties, changes in job position, or termination of employment.



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4. Interpretation and Resolution of Doubts

Supervisors are responsible for providing guidance to subordinates to ensure understanding of and compliance with this Code of Conduct. In cases where this Code does not provide clear guidance, or where uncertainty arises and a decision cannot be made, the matter shall be escalated for consultation through the appropriate supervisory hierarchy. In the event of any conflict or dispute, the decision of the Managing Director, the Executive Committee, and the Board of Directors shall be final

This Code of Conduct for Directors, Executives, and Employees shall take effect from 6 January 2025 onwards.

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(Mrs. Sukanya Keeratiprasert)
Managing Director
Sahachol Food Supplies Co., Ltd.