



Supplier Code of Conduct

Kerry Express (Thailand) Public Company Limited

Kerry Express (Thailand) Public Company Limited and its subsidiaries (“Group”) conducts business within the framework of good governance, transparency, and accountability in which they commit to develop the business and the balance of economy, society, and environment. The company group is determined to maintain itself as a role model for society in conducting business in a sustainable manner and able to manage the business to grow steadily and be accepted in the society on the basis of ethics and good governance principles.

Therefore, the company group has developed a guideline for business partners in various fields in which the group expects the business partners will not only operate with fairness and take into account the responsibility to the stakeholders from shareholders, employees, customers, trade partners, contractual parties, community, society and environment, but also promotes free and fair competition and avoids actions that may lead to conflicts of interest and intellectual property infringement including all forms of anti-corruption on the following topics:

1. Fair business operation

(1) Corporate Governance

Business partner will operate their business with honesty, fairness, transparency and disclosure of important information, and accountability in which the partner take into account the benefits and impact on shareholders, customers, business partners, employees and all stakeholders including fair and appropriate sharing of benefits. While, business partner shall maintain its creditability, integrity as well as financial dependability.

(2) Compliance with laws, rules, and regulations

Business partner emphasizes to comply with all laws and regulations including business code of conducts in which the directors, executives and employees have to act within the framework

of the laws, rules and regulations and must not involve, assist or act in violation of any other applicable laws and regulations.

(3) Supervision of compliance with the law on intellectual property

Business partner will not support any action that appear to infringe on intellectual property rights. The partner will determine directors, executives, and employees to act within the framework of the laws and regulations and must not involve, assist, or act in violation of any other applicable laws and regulations.

(4) Corporate Social Responsibility

Business partner shall act as a good corporate citizenship and conduct its business with due care and responsibility. The Group expects all business partners to support, embrace, and enact the ESG (environment, society, and governance) standard.

2. Anti-corruption and Anti-bribery

Business partner has a policy to combat corruption and bribery in which the partner focuses on fostering an organizational culture to make personnel at all levels aware of the impacts of corruption and bribery, building the core values, and increasing confidence of all stakeholders including providing guidelines on anti-corruption and bribery, monitoring and controlling processes to ensure the correct implementation, and measures to support relevant persons to acknowledge and comply with the policy. The Group also encourage business partner to join force with or participate in any particular coalition or commitment to act against corruption and bribery.

3. Political Neutrality

The company group has a policy of being politically neutral in which whoever is in the process of performing their duties under the responsibilities assigned by the group is not permitted to expressing support or opposition to any political party causing a misunderstanding or a conflict with the policies of the company group.

However, business partners also have the right and freedom to express themselves politically according to the law but it has to be done at a time other than working time for the company group and it must not bring any defamation or misunderstanding to the company group.

4. No Gift Policy

Business Partner has a policy that employees will not request or accept gifts, cash or cash equivalents (coupons, vouchers) or any entertainment from business partners in which the partner commits to focus on conducting business with honesty, ethics, and transparency under the highest standards of business ethics, and also complies with the regulations of the relevant Thai laws.

5. Conflict of Interest

Business partner emphasizes to operate the transparent and fair business, conducts risk prevention measures, and avoids any action that may create a conflict of interest or have interests between business partners and personnel of the group companies.

6. Responsibility for products and services

Business partner will treat customers and business associates fairly and commit to create satisfaction and confidence to customers and those concerned as well as maintain international quality standard and continuously raise the standards without discrimination. Moreover, the partner must not conceal the information, create fake information, or provide material misleading information for commercial or personal gain.

7. Emphasis on customer's personal data and internal data

Business partner will provide an appropriate and most secure information technology system including emphasizing on unauthorized retention of customers' personal data and internal data regarding the business operation between the company and the partner or between the business partner and the business associate of the business partner and the partner does not misuse such personal data or internal data for the previously authorized purposes including establishing an

appropriate internal control process and training the employees of the business partners to be aware of such matters.

8. Respect for Human Rights

Business partner has a policy to support and respect the protection of human rights with without any action that violates human rights including child labor, forced labor, or legal labor and must provide hiring process and fair employment conditions including fair and appropriate compensation according to the potential of employees and as required by law. In addition, the partner must emphasize on treating all those involved, whether they are employees, communities, and surrounding society with respect for human dignity, and taking into account equality and equal freedom, and does not violate basic rights and discriminate whether in the matter of race, nationality, religion, language, race, skin color, sex, age, education, physical condition, or social status. The partner has to supervise to ensure the business partner will not be involved in direct and indirect human rights violations.

9. Occupational Health and Safety

Business partner establishes a safe and hygienic workplace for safety of employees including necessary safety equipment and providing an environment and an activity aimed at creating occupational safety, health and working environment that meet standards not less than those required by law. Furthermore, training and awareness about safety and occupational health should be provided to the employees of the partner including risk management activities to reduce the rates of morbidity, accident, and death from work.

10. Environmental Care

Business partner emphasizes on the efficient use of natural resources as well as looking for alternatives to sustainable use of resources in business operations. The partner has to conduct risk assessment and mitigation in order to reduce the business impact on natural resources along with looking for new innovations and alternative to promote sustainable social and environmental development. Furthermore, the partner will foster the awareness of social, community and

environmental responsibility in the company of business partners and employees at all levels continuously including looking for opportunities to expand to other business partners.

11. Community and Social Development Cooperation

Business partner has a policy of conducting business that benefits the economy and society and adheres to good citizenship and comply with all relevant laws and regulations. The partner also has the policy to promote the creation of a good quality of life for the community to enhance sustainable social and national development. In addition, the partner should have a community complaint management plan and provide a channel and a team to receive complaints from the community to reduce the impact that will occur.

Complaint and Whistle blowing Channel

In the event that a business partner sees any action that is suspected to violate or fail to comply with laws, regulations, ethics, or policies of the company group, the partner can report clues or complaints together with details and evidence through the following channels

1) Letter

Contact: Audit Committee / Head of Internal Audit

Address: Kerry Express (Thailand) Public Company Limited

89, Chao Phya Tower, 9th Floor, Room 906, Soi Wat Suan Phlu, Charoen Krung Road,
Bang Rak Sub-district, Bang Rak District, Bangkok 10500

2) E-mail

Contact: Audit Committee / Head of Internal Audit

E-mail address: Audit.committee@kerryexpress.com and TH.EX.IA@kerryexpress.com

The information of the whistleblower will be kept confidential and the whistleblower will be protected according to the Whistle-Blower Policy

The Group may conduct audit activity or request any evidences to ensure the compliance of this Supplier Code of Conduct. In the event that Business partners fail to comply with this Code of

Conduct, The Group reserves the right to consider canceling the agreement and / or consider joining business with you in the future.

Sincerely



(Mr. Ng Kin Hang)

Chief Executive Officer (CEO)

Kerry Express (Thailand) Public Company Limited



Supplier Acknowledgement Form

I have read and studied the procurement and employment code of conduct for business partner of Kerry Express (Thailand) Public Company Limited and its subsidiaries. I understand and accept those practice in all respects and am willing to cooperate in all respects.

Acknowledged by

_____)

Position : _____

Company : _____

Date : _____