



Metro Systems Corporation Plc.

CODE OF CONDUCT FOR SUPPLIER

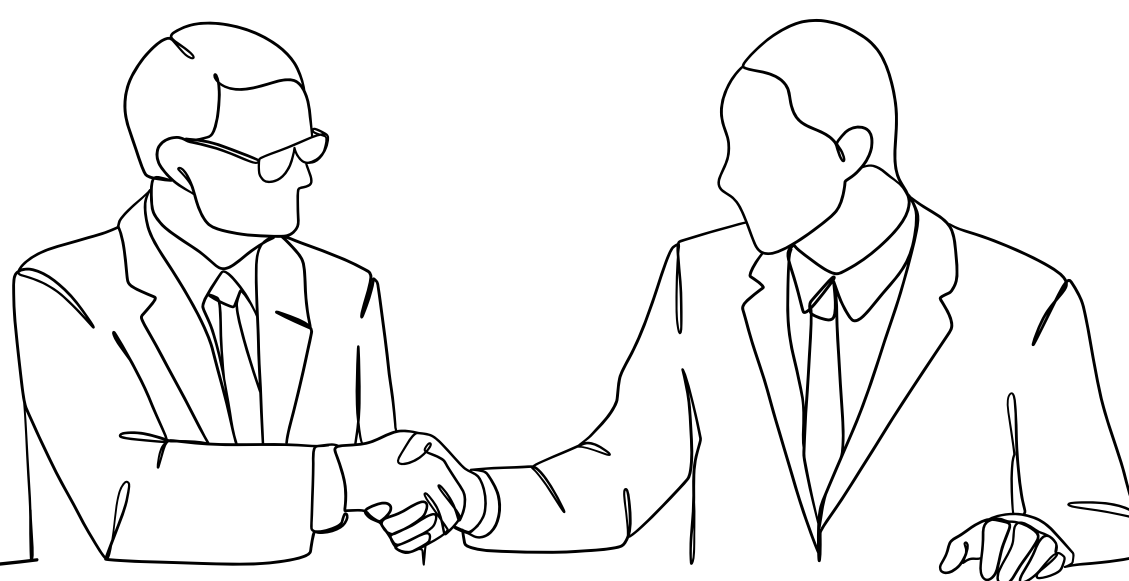


Code of Conduct for Supplier

Metro Systems Corporation Public Company Limited is committed to operate the business according to ethics fundamental which is complied with the Corporate Governance principles, including, conducting the business with integrity, transparency, equitable treatment among stakeholders, adhering to the laws and Government regulations, and no engagement with any kinds of corruption. Therefore, the Company has set and publicized the Supplier Code of Conduct to be a business guideline for suppliers and aligned with the current Company's practices. Essentially, the Company encourages our suppliers to conduct the business regarding to the operational transparency, human rights, employees' equity, occupational health, safety, and environment which can ensure our confidence in success and creates value to all stakeholders in long-term.

Definition

Suppliers means the sellers, the contractors and/or the service providers to the Company which can be legal entity or individual.



Business Ethics

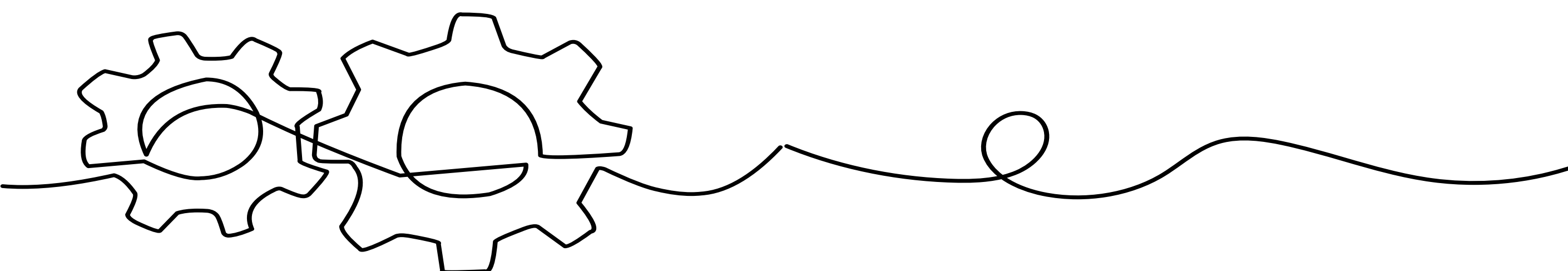
- 1) **Integrity:** Suppliers must conduct the business on the fundamental of integrity, honestly, openness and against any forms of corruption.
- 2) **Compliance with Laws and Regulations:** Suppliers must strictly perform its duties in accordance with the laws related to business operations and work regulations, including in accordance with ethical principles and fair business practices.
- 3) **Anti-Corruption:** Suppliers must prevent and oppose corruption, not engage with any forms of corruptions both directly and indirectly. If any suppliers are involved in corruption, The Company may terminate the business relationship with the suppliers and the Company will not be responsible for any damages incurred to partners resulting from the termination of such business relationship.

The Company has declared its intention to join the Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) and was certified as a member of the CAC in the same year of its declaration, since 2016 up to the present. This reflects the Company's commitment to conducting its business with integrity, fairness, transparency, and accountability at all times.

Accordingly, the Company would like to seek cooperation from its business partners, customers, contractors, and relevant parties to participate in this Collective Action Coalition Against Corruption initiative.

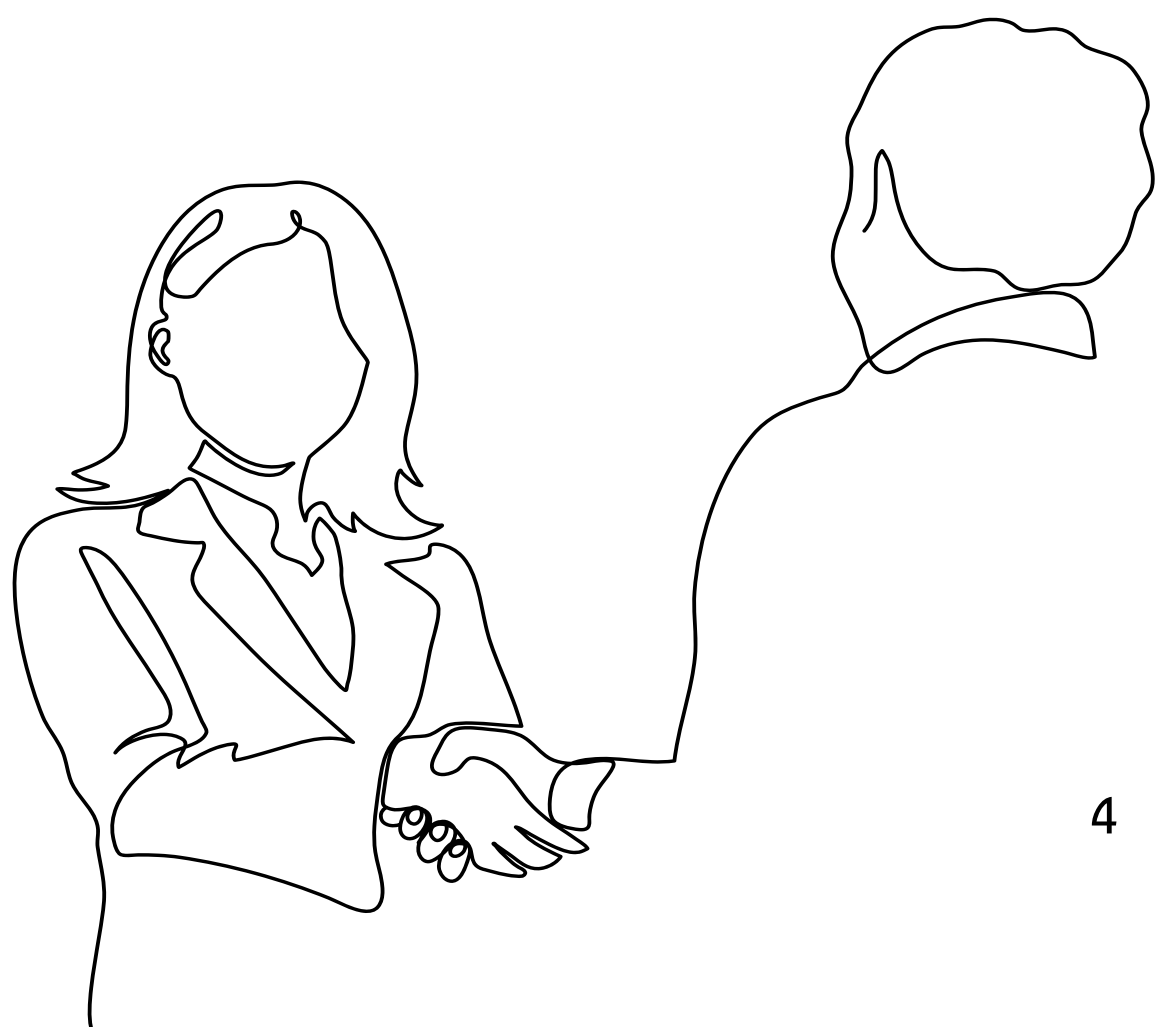
- 4) **Prevention of Conflicts of Interest:** Supplies must not allow their personal interests or those of close associates to influence business operations or create a conflict of interest, whether directly or indirectly, with the Company. If a partner encounters any actions that may lead to a conflict of interest, they must immediately report it to the Company.
- 5) **Confidentiality and Personal Data Protection:** Suppliers must not disclose the confidential information of the Company, customers and other business partners in the purpose any individual's benefits without consent, unless this disclosure is required by laws.
- 6) **Information Technology Security:** Suppliers must implement information security measures to ensure the effective protection, stability, and continuity of their IT systems. These measures should safeguard technology infrastructure and support uninterrupted business operations.

- 7) **Intellectual Property:** Suppliers must use the intellectual property of the Company and others in a manner that is permitted as well as avoiding infringement of intellectual property rights.
- 8) **Fair Competition:** Suppliers must conduct business responsibly, ensuring fair treatment of all stakeholders. They must respect fair trade competition rules, uphold equality and fairness, and carefully consider the interests of related parties. Partners must avoid dishonest or unethical practices aimed at undermining competitors and reject any actions that may promote unfair competition, such as price-fixing, monopolization, or market manipulation. This commitment helps foster fairness and a healthy business environment.
- 9) **Stakeholder Management:** Suppliers must prioritize stakeholders throughout the business value chain. They should actively listen to stakeholders' opinions, concerns, and expectations in a clear and appropriate manner to build trust and foster strong relationships. Additionally, they must address any potential adverse impacts, ensuring sustainable and beneficial business operations.
- 10) **Supply Chain Management:** Suppliers must manage their supply chain effectively, covering the selection of suppliers and quality control of products and/or services. These must quality and safety standards, be environmentally friendly, and align with the Company's requirements and agreed-upon specifications. Additionally, ensure accurate and complete communication of product and/or service information to maintain transparency and ethical business practices. This approach supports responsible business operations and fosters a positive environmental and social impact.



Human Rights and Labor

- 1) **Non-Discrimination:** Suppliers must equally treat all workers: respect in the human dignity and workers' privacy. The workplace must be free from any kinds of discrimination, including the difference of race, color, religion, sex, age, nationality, citizenship, sexual orientation, disability or other matters.
- 2) **Protection of Workers:** Suppliers must comply with the laws of child labor: alien labor and pregnant labor as well as a fair employment termination that adheres to the steps enforced by laws. Additionally, in matters related to the employment of migrant workers, the employment of pregnant women, and termination of employment, the Company must ensure that each step complies with labor laws to prevent unfair dismissals.
- 3) **Prohibition of Forced Labor:** Suppliers must have legally treatment for workers and do not perform any actions involve the use of labor forced or human trafficking, such actions include physical punishment, mental intimidation, harassment and detention.
- 4) **Working Hours:** Suppliers must set working hours in legal requirement, The duration of work must not be longer than the legal requirement and the holiday and leave must not be less than the law stated. In case of overtime, suppliers must ensure that all overtime work is voluntary.
- 5) **Pay and Benefits:** Suppliers must pay workers at least the minimum compensation required by law for both regular working hours and additional working hours on time.
- 6) **Freedom of Association:** Suppliers must respect the right of workers in freely join or not join any association or union. Finding a representative who can be a committee in union and openly communicates with management in any working condition issues without a fear of being intimidated or harassment.



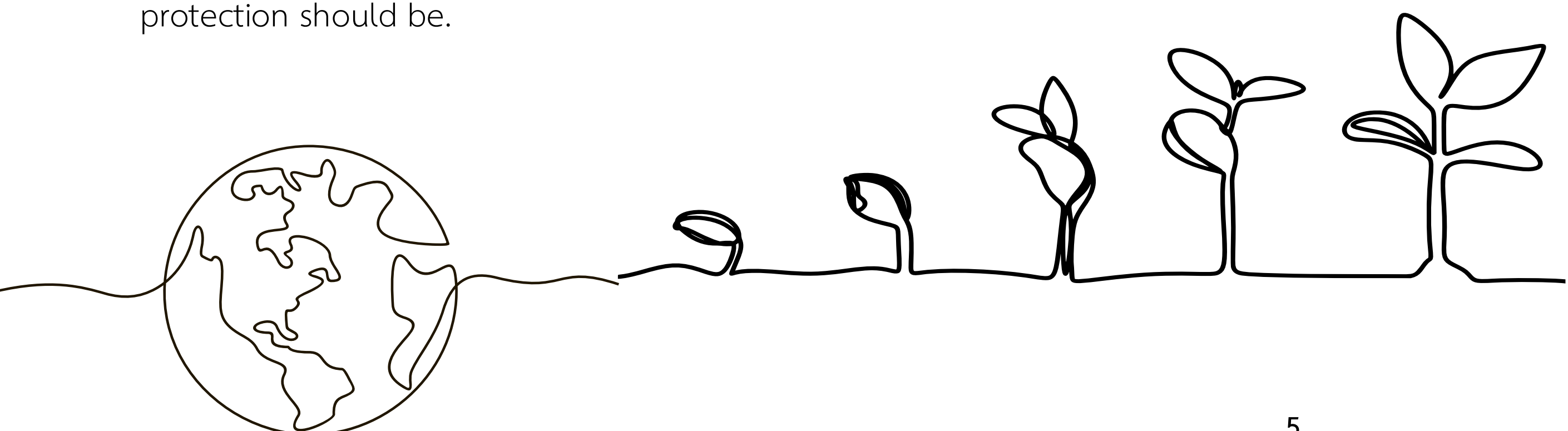
7) Training and Employee Development: Suppliers must provide opportunities for employees to enhance or develop their skills, knowledge, and abilities, as well as career advancement through training and professional development programs. This ensures that employees can grow within the organization and contribute to its success while also improving their personal capabilities.

Safety and Occupational Health

- 1) Work Environment:** Suppliers must ensure that the production processes are managed in accordance with occupational health, safety, and environmental standards. All employees should receive regular training and communication regarding these aspects to ensure proper conduct and compliance with the law. Additionally, partners must establish safe work procedures to prevent accidents, injuries, and health risks that may arise from the work, protecting both the employees and others.
- 2) Protective Equipment for Work-Related Hazards:** Suppliers must provide appropriate protective equipment that matches the specific risks involved. The equipment must be in good working condition and used in compliance with company regulations and relevant laws.

Environment

The Company has the commitment to drive and support various operations to cause the lowest impact on the environment issues by determined the objectives and expected to have the better environment which is for preventing and reducing the environmental impact resulting from activities, products and the company's services as well as supporting products and services that are environmentally friendly, raising awareness, educating and communicating environmental policy for employees or those who works under the control of the company to have awareness of how importance of environmental protection should be.



Event of Violation

If the suppliers violate failure to comply with the Code of Conduct for Supplier, the Company may terminate its business relationship with its counterparty. This depends on the severity of the violation and the circumstances in which it occurred.

Whistleblowing and Complaints Channels

By Mail : Company Secretary
Metro Systems Corporation Public Company Limited
No. 400 Chalermprakiat Rama IX Road, Nong Bon,
Prawet,Bangkok 10250

Telephone : 0-2089-4124

E-mail : corporatesecretary@metrosystems.co.th

Company Website: <https://ir.metrosystems.co.th/complaint-channel/>





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