

SUPPLIER CODE OF CONDUCT

Thai Wacoal Public Company Limited

Thai Wacoal Public Company Limited is committed to producing high-quality products that are safe for consumers. We care for, oversee, and take responsibility for the impacts of our business operations in various areas, aligning with our quality policy: "Meeting customer needs, improving quality, international standards." With consideration for all stakeholders in the value chain, the company has established a Supplier Code of Conduct to set standards and guidelines for our suppliers. This is to foster sustainable growth together, as follows:

Anti-Corruption

Conduct business based on honesty, integrity, transparency, and accountability, including compliance with laws and regulations related to business operations. Do not engage in, accept, or support any form of corruption, whether direct or indirect.

Conflict of Interest

Do not engage in any activities that create personal benefits or favor close associates by using positions, duties, and opportunities, thereby causing a conflict of interest.

Non-Infringement of Intellectual Property

Conduct business with respect for the intellectual property of others and take care to avoid infringing on such intellectual property rights

Non-Violation of Human Rights

Comply with labor protection laws or other relevant laws, and do not engage in or support activities that violate human rights. This includes not using forced labor, illegal labor, or child labor below the legal age set by each country's laws. Treat workers fairly without discrimination based on differences in race, religion, age, gender, marital status, political ideology, disability, and other factors as defined by law. Additionally, ensure fair and proper payment of wages or benefits to which employees are entitled.

Wages, Benefits, and Working Hours

Manage wages, compensation, overtime pay, benefits, working hours, and welfare in accordance with the law, on time, and equally for equal work without any discrimination. Additionally, employees should not be required to work longer than the hours specified by law; if necessary, it must be on a voluntary basis. In case of termination, there must be a termination process in accordance with labor laws.

Safety and Occupational Health

1. Provide a safe and hygienic working environment, reduce and control the risks of accidents, and mitigate health impacts that may arise from work, transportation, services, and prepare for emergency or abnormal situations. There must be an assessment of situations and emergencies, planning, and procedures in place to respond to emergencies to minimize losses, including the occurrence of epidemics, in accordance with relevant laws.
2. Provide sufficient personal protective equipment (PPE) that is appropriate for the risks and ensure it is in good working condition.
3. Conduct continuous training and communication for employees to ensure they understand, can act correctly, and safely during emergency situations.

Confidentiality

Do not disclose or use confidential information of customers and business partners, or seek benefits from it without permission, except in cases where it is required by law.

Fair Competition

Do not engage in any acts that obstruct or hinder fair competition or deny opportunities for fair business competition, with the intent to seek benefits or gain a competitive advantage, unless it is part of normal business operations.

Environmental Responsibility

1. Conduct business in an environmentally friendly manner, preserve the environment, and utilize natural resources efficiently and effectively to reduce environmental impacts, following the 3Rs guidelines: Reduce, Reuse, Recycle.
2. Adhere to laws and other environmental requirements, and communicate to enhance environmental responsibility awareness among employees and contractors.

Social Development Participation

1. Conduct business while considering the potential impacts on the community and society, and actively participate in improving the quality of life, enhancing community well-being, and contributing to societal improvement.
2. Regularly communicate to establish relationships with the community and encourage employees to participate in community development activities.

Furthermore, the company requests that its suppliers acknowledge and adhere strictly to the Supplier Code of Conduct mentioned above, for sustainable development and growth together.