



# CPN

Code of Conduct  
for Suppliers

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# Central Pattana Public Company Limited Code of Conduct for Suppliers

In developing this Code of Conduct for Suppliers, Central Pattana Public Company Limited (CPN) formalizes its desire for suppliers' compliance and business guidelines for national, regional, and international regulations and requirements, including the Labour Protection Act, United Nations Global Compact (UNGC), Universal Declaration of Human Rights (UDHR), and International Labour Organization (ILO). The objective is alignment of business conduct with corporate governance with due regard to social, economic, and environmental responsibility, leading ultimately to tangible business sustainability across the supply chain.

**Suppliers** mean manufacturers, contractors, sellers of goods/services, joint investors, distribution agents, CPN's advisers or service providers, or both.



This document provides CPN's suppliers with guidelines that embrace the businesses of CPN and suppliers together with suitable extension to these suppliers' partners.

# 1



## Business Integrity



### » Business Honesty, Anti-corruption, Antitrust

- Strictly observe trade laws and regulations applicable to business conduct
- Conduct businesses with propriety, transparency, honesty, ethics, and auditability
- Promote fair competition without unlawful demands, proceeding with, or condoning corrupt practices or bribery by offering or promising money, articles, or benefits to give suppliers undue commercial advantages

### » Information Confidentiality

- Maintain key business data or confidential data on CPN or CPN's stakeholders due to one's access to such data because of one's job
- Refrain from exploiting data without the consent of CPN
- Refrain from exploiting CPN's inside information for undue self-gains or gains of others

### » Information Disclosure

- Disclose one's own data properly, transparently, and thoroughly as required by law

### » Intellectual Property

- Maintain business conduct under the law or requirements for intellectual property rights (IPRs)
- Recognize the value of respect for IPRs and verify that one's business conduct steers clear of IPR violation

# 2



## Labour Welfare & Human Rights

### » Fair and Equal Treatment

- Treat employees with respect and due regard for human rights principles, equality, and non-discrimination regardless of place of birth, origin, gender, age, skin color, religious belief, expression of views, physical conditions, status, or family status

### » Labour Protection

- Refrain from hiring illegal child labour, hiring of underage labour must receive all protection specified by law.
- For hiring of foreign labour, one must observe all laws
- Allocate suitable lodgings for labour on construction sites with due regard for safety and hygiene, while allocating lodgings for children away from such sites

### » Forced Labour

- Refrain from slave-like treatment of labour, which includes physical punishment, coercing, detaining, or threatening them. All labour must perform voluntarily.
- Labour can enjoy holidays or end employment as dened by law if justified and notified to suppliers

### » Wages, Benefits and Working Hours

- Allocate wages commensurate with knowledge, ability, and caliber, suiting employees' merit and no lower than the standards prescribed by law
- Allocate work hours, overtime hours, and holidays as prescribed by law
- Overtime or holiday work must be voluntary

# 3



## Occupational Health & Safety

### » Safety Work Environment

- Look after the safety of employees and related parties by establishing and enhancing work safety and hygiene
- Put in place all basic, essential amenities and equipment to lower risks of accidents and health impacts arising from job performance, together with suitable first-aid apparatus at the workplace.
- Develop emergency plans for assorted work scenarios, including evacuation plans for labour/employees and training plans, and conduct regular drills

**Essential amenities and equipment** can lower risk of accidents and health impacts arising from job performance.

### » Products & Services Quality and Safety

- Certify safety standards of products or services hired by CPN with primary regard for safety to employees, customers, and related parties

# 4



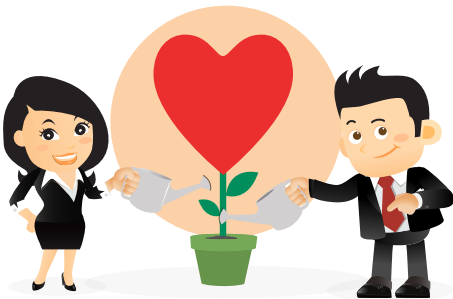
## Environmental Sustainability

### Hazardous Materials and Product Safety

- State and notify CPN when hazardous materials or chemicals with environmental impacts are used in production processes or services provided to CPN, or both. Develop clear transport and disposal plans that comply with the law and do not affect the surroundings and neighboring communities

### » Efficient Use of Resources and Reduction of Waste & Pollution

- Take into account optimal, efficient energy and resource consumption, including electricity, oil, and water
- Develop a plan for waste reduction, air pollution, and effluent arising from environmental conservation work
- Promote usage of local raw materials and products that are up to standard
- Promote the culture of corporate energy and resource saving



# 5



## Whistleblowing channels

If suppliers and stakeholders suspect or come across questionable actions concerning violation of laws, regulations, CPN's code of conduct, or CPN's corporate governance policy, they can inquire, provide leads, or file complaints together with evidence and other details through the following channels.

### » Audit Committee

- Central Pattana Public Company Limited  
30th floor, The Offices at CentralWorld  
999/9 Rama I Road, Patumwan Sub-District  
Patumwan District, Bangkok 10330, Thailand
- Tel: +66 (0) 2667-5555 ext. 1200
- Email: whistleblower@cpn.co.th

### » The President & CEO

- P.O. Box 99  
Pratunam, Bangkok 10409
- Email: CEO@cpn.co.th



## CENTRAL PATTANA PUBLIC COMPANY LIMITED

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