CODE OF CONDUCT AND CSR FOR SUPPLIERS

As a good corporate citizen, LOGISTEED Group Thailand i.e. LOGISTEED (Thailand), Ltd. , LOGISTEED Transport (Thailand) Ltd., LOGISTEED Contract Logistics (Thailand) Public Company Limited, Pands Group Logistics Company Limited , Eternity Consulting and Service Company Limited (hereinafter referred to be "Company") has long been an advocate of fair and transparent business , environment harmony , and active social contribution in order to achieved social prosperity , The Company shall request all Suppliers , Contractors, Sub-contractors , Service providers , Forwarders , Agents and other goods and service providers of the Group to promote Code of Conduct and Corporate Social Responsibility activities (hereinafter referred to as "CSR") which is promoted in the Group. The Company is strengthening its Code of Conduct and Corporate Social Responsibility (CSR) activities as it recognizes the increasing importance of having a socially responsible and sustainable supply chain. In addition to Code of Conduct and CSR activities to progress, The Company's suppliers and partners must share the same awareness of The Company's Code of Conduct and CSR. To this end, we ask all of our suppliers and partners to understand and operate based on compliance with The Company's Code of Conduct and CSR.

The Company determines the detail of Code of Conduct for Suppliers as the following

1. Business Ethics

1.1 Good governance

Our suppliers have to comply with the rules and regulations relating to business conduct, adhering to accountability, transparency and auditability under the principles of good governance to their stakeholders.

1.2 Fair operating practice

Our suppliers are committed to the fair treatment and responsibility for their stakeholders in addition to operating business under fair competition rules.

Our suppliers shall not write any agreements, terms and conditions or any benefit whatsoever direct and/or indirect in order to collude with our customers/any suppliers or for getting benefit or chance to enter agreement to customer.

1.3 Information disclosure

Our suppliers should comply with laws and regulations and other standards regarding information security and should not disclose confidential information whether transportation information, management information, personal information, technical information or intercompany information to third party without prior approval from The Company including interfere with others' confidential information.

Processing of personal data that suppliers shall complying with the Personal Data Protection Act B.E. 2562 (2019) and subordinate laws issued thereunder, including any amendments which may be made thereto.

1.4 Intellectual property

Our suppliers shall respect and not violate others' intellectual.

1.5 Conflict of interest

The Company upholds business ethics and is aware that without ethics a sustainable business cannot be realized. Suppliers, as a result, are expected to follow the same principle - by refraining from all conduct that causes a conflict of interest between our partners and The Company personnel.

1.6 Anti-corruption

a) Our suppliers shall not encourage misconduct and corruption by enforcing anti-corruption measures while promoting internal control and internal audit. In addition, our suppliers have to cooperate with The Company in suppressing misconduct and corruption and participating in the declaration of the Thai private sector opposing any kind of misconduct and corruption.

b) Company partners are prohibited from Giving or offering or promising to give or allow, direct or indirect giving, money or things of value. to obtain unfair profits or advantages in business for the following purposes

1) To influence the official actions or decisions of any person;

2) Induce an act or omission that violates a legal duty; or

3) To induce any person to use his or her influence to affect or influence an act or decision of government officials

Payments made to Business Partners knowing that some or all of the funds will be used for any of the purposes in 1) to 3) above will be deemed to be deemed to have been made available to the Business Partner. corrupt practices

2. Labor Practice and Human Rights

2.1 Labor law compliance

Our suppliers have to completely comply with labor laws and human rights.

2.2 Equitable treatment

All employees have to be treated equally and fairly. The violation of human rights and discrimination upon race, religion, sex, age, education, beliefs, or any prejudice is not allowed.

2.3 Labor protection

Our suppliers, as employers, have to protect their employees with their responsibilities as stated in related laws. Members of the workforce aged between 15 and 18, if unavoidable, have to be protected, including their wages and other benefits and rights in accordance with labor laws.

2.4 Labor force

Our suppliers shall not force their labors in any form either physical punishment, threat, imprisonment, human trafficking or violence.

2.5 Wages, fringe benefits and working hours

Our suppliers have to strictly follow related laws about wages, overtime, fees, remunerations, fringe, benefits, working hours and welfare.

2.6 Termination of employment

In case of employment termination, our suppliers have to follow related legislation with fairness.

3. Safety and Occupational Health

Our suppliers have to follow laws related to safety and occupational health providing safe working environments to reduce injuries / sickness / accidents and emergencies.

4. Environment

Our suppliers have to comply with environmental laws and regulations including waste and pollution management. Our suppliers have to optimize their resource uses based on the 3R principle; Reduce, Reuse and Recycle. Our suppliers should consider environmentally-friendly products or services and be aware of any adverse environmental impacts from their operations.

5. Social Development Participation

Our suppliers should conduct business that takes into the consideration community and societal concerns and the effects business operations may cause to surrounding community and participating in the improvement of their quality of life including Corporate Social Responsibility (CSR).

6. Compliance & Monitor

Our suppliers is fully responsible for ensuring compliance and their sub-contractor(s) as if it were the supplier itself. The Company reserves the right to audit the supplier or supplier's sub-contractors for compliance to The Company's Supplier Code of Conduct and Corporate Social Responsibilities.

7. EVENT OF VIOLATION

If our suppliers does not comply with this The Company's Code of Conduct and Corporate Social Responsibilities, The Company may terminate the business relationship, including suspending placement of future orders and potentially stopping the payment which is depending on the degree of violation and situation.

The Company expects every suppliers and partners to understand, act in accordance with, and implement throughout their business to achieve Code of Conduct and Social Responsibility. In addition, The Company will begin reviewing our onsite suppliers and partners for Code of Conduct and CSR compliance against the Supplier Code of Conduct during routine performance reviews.

The Company trusts all its suppliers and partners to work with us in building an ever stronger partnership and maintaining mutual understanding and a trusting relationship from a long-term perspective to achieve social responsibility.