

Code of Conduct for Suppliers

Land and Houses Public Company Limited is committed to running its business with responsibility, transparency, fairness, lawfulness, and corporate governance for sustainable growth under a corporate governance code. Suppliers shall be treated fairly and honestly with respect for the terms and conditions set by both parties in business operations and in accordance with human rights principles, occupational safety and health, environmental impacts, and business integrity.

The Company has therefore prepared and publicized the code of conduct for its suppliers with the intention for them to use as guidelines for sustainable business operation alongside the Company's operation. The code is also an opportunity for the Company and its suppliers to engage in social and environmental development for mutual growth and sustainability.

The **Guidelines for Suppliers** fall into five topics:

1. Corporate governance
2. Human rights and labor
3. Occupational health and safety
4. Environmental management
5. Responsibility towards the community and society.

1. **Corporate Governance**

1.1 **Business Ethics**

- **Fairness**

Suppliers must operate strictly with righteousness, transparency, honesty, ethics, and comply with laws and regulations concerning business operations. They must not engage in unfair competitive advantages, must conduct fair bidding, quality control of products and services, and full cooperation with the Company for auditing.

- **Conflicts of Interest**

Suppliers must not engage in any type of relationship with directors, executives, or employees of the Company to gain undue business benefits or benefits in conflict with the Company's interests.

- **Intellectual Property**

Suppliers must operate businesses under laws or regulations regarding intellectual property rights and promote measures to prevent employees or related parties from violating any rights concerning intellectual property, patents, and trademarks of the Company and others, as well as measures designed to prevent violation of intellectual property.

- **Anti-Corruption**

Suppliers must not take any action related to or at risk of corruption, both directly and indirectly, such as making promises, offering, giving or accepting money or other incentives, and must cooperate with the Company in opposing all forms of corruption.

- **Disclosure and Confidentiality**

Suppliers must disclose their own information accurately and completely as required by law and must appropriately use personal data, including those data collected from employees, business partners, customers, and consumers. Suppliers must safeguard confidential information of the Company and related parties in compliance with the Personal Data Protection Act and the Company's requirements as agreed. At the same time, suppliers must not disseminate any data derived from doing business although the hiring or contracting business with the Company has

already terminated, including not exploiting it to seek benefits for themselves and associations without consent.

1.2 Quality Standard

- **Delivery of products and services**
 - Suppliers must deliver products and services according to contracts and conditions agreed with the Company, including requirements enforceable under the law. They must take full responsibility for the quality of products or services delivered to the Company, as well as cooperating in the quality development of the products and services.
 - Suppliers must command a contingency plan to procure goods or services in times of crises or emergencies in order to mitigate impacts on joint business operations.
- **Quality Standard of Goods and Services**

Suppliers must maintain their responsibility for the quality of products and services delivered to the Company.

1.3 Compliance with the Law

- Suppliers must be committed to complying with all applicable laws, requirements, and regulations.

2. Human Rights and Labor

2.1 Human Right Standard

- Suppliers must comply with laws, rules, and regulations concerning labor protection, and accept, respect, and promote human rights of stakeholders, according to the Universal Declaration of Human Rights, without engagement in violation of human rights, including the use of child labor, forced labor, and illegal labor. The suppliers must not treat workers with intimidation, harassment, detention, or any other action considered forced labor or human trafficking.
- Suppliers must recognize human equality and dignity and operate with fairness. They must not discriminate against employees and workers due to individual differences in various aspects such as race, skin color, gender, age, ethnicity, language, religion, country of origin, nationality, physical condition, disability, culture, sexual orientation, and social status.

2.2 Labor Protection

- Suppliers must institute a hiring process and fair employment conditions, including compensation such as wages, overtime pay, holiday work allowance, and other benefits that are accurate, fair, and appropriate according to the nature of work, period of work and the compensation that their employees or workers, including foreign workers, are entitled to receive by law, which must not be lower than the rates prescribed by law.
- Suppliers must comply with laws and regulations concerning work hours and overtime, including breaks, holidays, and leave.
- Suppliers must not use child labor under the legal working age.
- Suppliers must not require female workers to work in a way likely to jeopardize their health and safety. If a worker is pregnant, she must receive protection and benefits as required by law.
- Suppliers must not employ illegal labor. If foreign workers are employed, suppliers must duly apply for permission and register the employment of foreign workers with the government properly and completely as required by law.
- Suppliers must comply with the procedures prescribed by labor law in dismissing employees, including the termination notice period and payment of compensation.

3. Occupational Health and Safety

- Suppliers must establish workplace safety that complies with rules, regulations, and laws on occupational health and safety in the workplace for employees and those involved. They must follow the safety procedures required by law to reduce and control the likelihood of injury, illness, accident, and emergency.
- Suppliers must recognize occupational health and safety risks and prepare guidelines, procedures, or protocols to manage the working environment and equipment to prevent those risks, including sufficient preparation of safety devices which are in ready-for-use condition.
- Suppliers must provide training and raise awareness for their employees on occupational health and safety to reduce the rate of illness, accident, and death from work.
- Suppliers must provide personal protective equipment (PPE) for work that is ready to use, suitable, and sufficient for workers.
- Suppliers must command measures or contingency plans for emergency and inform employees to understand and correctly and safely execute them when an emergency occurs.

4. Environmental Management

4.1 Environmental Impact Management

- Suppliers must consider potential environmental impact of their business operation and must comply with laws, rules, and regulations concerning the environment. They must command measures to prevent, control, and reduce impacts on the environment and natural resources.

4.2 Stewardship of Natural Resources and the Environment

- Suppliers must appropriately allocate and control the use of natural resources. There must be the appropriate water management, pollution reduction, reduction of energy consumption, reduction of greenhouse gas emission, use of environment-friendly materials, reuse, waste disposal, including valuing renewable energy use and biodiversity preservation in their business operation.
- Suppliers must encourage their employees to use environmental resources economically, effectively, and avoid creating negative impacts on the environment.

5. Responsibility towards the Community and Society

- Suppliers must focus on impacts on the community and society arising from their operations.
- Suppliers must strive to promote coexistence with the community by forging friendship, respecting culture and local custom, collaborating with the community, and engaging in community and social development as appropriate.
- Suppliers must command a community complaint-handling plan and must provide a channel to receive complaints from the community to mitigate any impact that may arise from their business operation.

Channels for Reporting Complaints or Whistleblowing

If suppliers and stakeholders have questions or witness action suspected as violating or not complying with the law, rules, regulations, code of conduct, human rights, or corporate governance policy of Land and Houses Public Company Limited, they can inquire or provide information or make a complaint by sending details of the evidence to the following channels of contact:

Email: whistleblower@lh.co.th

By post: Internal Audit Department, 1 Q House Lumpini Building, 37th - 38th Floor, South Sathorn Road, Thung Maha Mek, Sathorn, Bangkok 10120

The information on whistleblowers will be kept confidential. Whistleblowers will be protected under the whistleblowing policy and guidelines for actions that may be considered violation of ethics.

To ensure that suppliers comply with this code of business conduct, the Company may conduct auditing or request evidence from them. If they do not comply with this code of conduct, the Company reserves the right to consider termination of contracts and/or no transaction engagement, both direct and indirect, with them.

This code of business conduct for suppliers is effective from May 11, 2023.

Naporn Sunthornchitharoen
Chairman of the Board of Directors
& Chairman of the Executive Committee