



## **Supplier Code of Conduct**

**บริษัท เอ็น.ดี.รับเบอร์ จำกัด (มหาชน)**

**N.D. Rubber Public Company Limited**

## Supplier Code of Conduct

N. D. Rubber Public Company Limited (“NDR” or “the Company”) operates its business by adhering to management in accordance with the principles of morality, ethics, and transparency in management, reliable stakeholders are treated with the organization fairly with a good audit system as well as taking into account the surrounding society all along.

In order to be a concrete standard in business operations, the Company therefore deems it appropriate to establish a written Supplier Code of Conduct for its business suppliers to use as a business practice which will be consistent with the law, the Company’s Code of Conduct as well as international standards. This will help to encourage the Company’s suppliers to conduct business with ethics, taking into account human rights, society and environment to create sustainability in business operations as well as supply chains to enhance competitiveness and enhance growth together.

### **Definition**

The Company means N.D. Rubber Public Company Limited

Supplier means Juristic persons and individual persons who are sellers, contractors or service providers to the Company

### **Vision**

“NDR aims to enhance image products, services and business through continuous improvement processes to order for the company to grow modern and sustainably.”

### **Strategy**

- The Company will recruit more business suppliers both domestically and internationally to expand the motorcycle tire and tube market to grow more together with the introduction of innovations such as the improvement of the production process to be more automated, development of production processes to achieve higher efficiency, etc.
- Promote activities to develop stakeholders as well as conducting business by adhering to transparency and fairness towards trading suppliers throughout the supply chain.

### **Mission**

“We will implement continuous improvement processes in all activities of the organization to all activities of the organization modern and that meet the needs of consumers include are environmentally friendly.”

### **Sustainable Practice for Suppliers**

#### **1. Business Ethics**

##### **- Corporate Governance**

The Company’s suppliers must be honest, does not tolerate corruption, embezzlement, offering bribes, accepting or agreeing to accept gifts, rewards in order to obtain privileges from other companies or entities. In addition, suppliers must establish measures to prevent their employees from being involved in the aforementioned activities including to communicate such measures to employees and stakeholders are also informed.

##### **- Fair Business**

Suppliers must adhere to business principles both competing and treating all stakeholders with honesty, integrity, fairness and ethics. The suppliers must not set price (price fixing), auction rigging or any unfair action as specified in the antitrust law including denying any behavior whatever impedes fair competition.

In addition, the suppliers shall subsequently communicate the code of conduct to its partner and monitoring to ensure compliance with the code of conducts as well as relevant laws and regulations.

##### **- Conflicts of Interest**

The Company’s suppliers must not take any action to seek personal benefits or favoring those who closed and not involved to any event that may cause conflicts of interest or having interests between business partners and personnel of the Company.

##### **- Confidentiality of Information**

The Company’s suppliers must not publish or not to use confidential information and/or internal information of the Company to seek benefits for themselves or for the benefit of others either directly or indirectly without written consent, except in the case of a request in accordance with the statutory requirements.

- **Intellectual Property**

The Company's suppliers must respect the intellectual property of the Company and others including trademarks, patents, and not forgery or unauthorized use of the intellectual property of others.

- **Anti-Corruption**

The Company's suppliers must not take any action or support all forms of corruption both directly and indirectly, including establish anti-corruption policies to prevent and combat corruption. In addition, participation for being a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC) is one way to show that suppliers are committed to anti-corruption.

## **2. Labor Practice and Human Right**

- **Non-discrimination**

The Company's suppliers must respect the dignity of their employees and respect each other and treat each other equally without any discrimination on race, nationality, religion, gender, education, language, age, social status, disability, marital, political ideology, trade union membership, etc. as required by law.

- **Non-forced Labor**

The Company's suppliers must comply with labor protection laws or other laws related such as forced labor, child labor under the legal age, including penalties for physically or mentally abusing of employees, by any means of intimidation, detention, harassment, intimidation, or violence in any form.

- **Wages, Benefits and Duration of Work**

The Company's suppliers must not allow employees to work continuously for longer than the number of hours required by law. If there is a need to work overtime, must be voluntary. The employees must be allowed to take time off work as prescribed. In addition, suppliers must pay compensation according to their abilities and potential of employees including providing benefits that employees should receive under the law.

### 3. Safety and Occupational Health

#### - Safety and Work Environment

The Company's suppliers must provide a safe, healthy and hygienic working environment for employees including control and protection in accordance with the law to reduce accidents, emergencies, illnesses and injuries arising from work operations and provide training for employees to reduce potential losses and to strictly comply with the law.

#### - Personal Protection Equipment

The Company's suppliers must provide workers and stakeholders with adequate information about the hazards that exist in the workplace and provide risk assessment as well as provide standard and suitable personal protective equipment.

#### - Emergency Preparedness

The Company's suppliers must have a preparedness plan for emergency situations such as the installation of fire prevention and suppression systems, emergency reporting, training and rehearsing for employees on a regular basis including communication for employees to understand about security measures to perform properly and promptly when abnormal situations occur.

### 4. Environment

#### - Comply with laws, regulations and environmental standards

The Company's suppliers must comply with environmental regulations including to cooperate in the implementation of international agreements in various matters to help protect or reduce the environmental impact.

#### - Use resources efficiently and reduce environmental impact

The Company's suppliers must focus on energy saving and efficient and efficient use of resources, such as reducing the use of water, electricity, oil, etc. as well as promoting business operations that are environmentally and socially friendly. This will benefit the business in the long run.

## 5. Corporate Social Responsibility

The Company's suppliers must conduct business that is beneficial to the economy and society, adhere to behalf as a good citizen comply with all applicable laws and regulations, and is committed to improving the quality of the community and society, including promoting the installing of employees' awareness of social responsibility seriously and continuously in order to be a good corporate culture that is sustainable.

## 6. Whistleblowing Channels

In the event that suppliers and stakeholders have questions or witnessing suspected violations of laws, regulations or the code of conduct, kindly report clues or complaints and detailed evidence in the following contact channels:

- **Chairman of the Audit Committee** (An external director who is independent)

E-mail: [auditcom@ndrubber.co.th](mailto:auditcom@ndrubber.co.th)

Postal Mail: **Chairman of the Audit Committee**

N.D. Rubber Public Company Limited

129 Moo 3 Nongchak-Phanasnikom Road, Nongeeroon, Banbueng, Chonburi 20220

- **Company Secretary**

E-mail: [watcharaporn.wk@ndrubber.co.th](mailto:watcharaporn.wk@ndrubber.co.th)

Postal Mail: **Company Secretary**

N.D. Rubber Public Company Limited

129 Moo 3 Nongchak-Phanasnikom Road, Nongeeroon, Banbueng, Chonburi 20220

Phone: +6638-160-707 # 112

Supplier Code of Conduct is considered and approved by the Board of Directors Meeting No. 4/2023 on 10 November 2023.



(Mr. Pongsak Swadwan)

Chairman of the Board of Director

N.D. Rubber Public Company Limited