



## Supplier Code of Conduct

CIVIL Engineering Public Company Limited and its subsidiaries (the "**Company**") is committed to developing our business and delivering valuable work that drives societal progress. Through the development of transportation infrastructure and public utilities, we strive to enhance quality of life and create a better future accessible to all - while balancing business impacts on stakeholders across our value chain, including employees, suppliers, subcontractors, and local communities, in strict adherence to our social and environmental responsibilities.

The Company operates under the principles of good governance and corporate governance, emphasizing fairness, transparency, and anti-corruption as foundations for organizational excellence and sustainable business success. We are equally committed to strengthening our suppliers and business partners, enabling them to share responsibility for operational impacts on stakeholders, society, and the environment.

The Company has therefore established this Supplier Code of Conduct, with content and scope aligned with relevant requirements, regulations, and laws, to serve as guidelines and standards for conducting business together, strengthening trust and confidence for long-term shared success.

The Company expects that, in addition to complying with relevant requirements, regulations, laws, and international practices, suppliers and business partners will adopt the principles in this Code of Conduct as business guidelines. The Company will assist, support, and encourage suppliers to conduct business ethically, respect human rights, ensure occupational health and safety, and prioritize sustainable environmental management. We will also monitor compliance with this Supplier Code of Conduct. If suppliers fail to comply with this Code of Conduct, the Company reserves the right to take any action against the supplier based on the resulting impacts and damages.



## 1. Business Ethics

### 1.1 Compliance with Laws and Regulations

- Comply with laws and regulations related to business operations enacted at both national and local levels, including business ethics, labor (including migrant workers), security, occupational health and safety, and environment.
- Maintain necessary operating licenses for legitimate business operations in accordance with national and local laws and regulations.

### 1.2 Business Integrity

- Conduct business based on correctness, honesty, ethics, and transparency.
- Disclose clear and verifiable company information and financial performance in accordance with accounting principles.
- Conduct business responsibly and fairly toward all stakeholders.
- Protect confidential information of the Company or any information obtained from doing business with the Company, such as information developed by suppliers or contractors, and information related to products, customers, business partners, prices, costs, methods, strategies, plans, processes, and practices. Do not disclose or use the Company's confidential information or that of related parties without authorization.

### 1.3 Anti-Corruption

- Do not engage in corruption, extortion, or embezzlement, whether directly or indirectly.
- Do not commit any acts of fraud, corruption, or bribery. Do not offer or provide any form of compensation, whether monetary or non-monetary, or any other benefits to the Company's employees or related parties to gain competitive advantage, for personal or commercial gain, or to influence any decision-making.

### 1.4 Quality Standards

- Deliver goods and services that meet the Company's quality and standards requirements within the specified timeframe.



- Demonstrate full responsibility for the quality of goods or services provided to the Company, both directly and indirectly.
- Cooperate with the Company in the continuous improvement of product and service quality and operations for mutual benefit.
- Suppliers must conduct due diligence in selecting business partners and subcontractors to ensure responsible sourcing throughout the supply chain, particularly regarding illegal activities or human rights violations.

## 2. Human Rights

### 2.1 Employment

- Working hours for employees shall comply with legal requirements. Promote and support good and appropriate working conditions.
- Supplier employees must receive remuneration not less than the minimum rate specified by labor laws and relevant regulations and receive all legally entitled benefits.

### 2.2 Equal Treatment

- Respect human dignity and treat employees fairly and equally. Do not discriminate based on gender, race, religion, disability, disadvantaged status, social status, or any other factor in employment and work-related decisions.

### 2.3 Forced Labor / Child Labor / Illegal Labor

- Comply with human rights principles. Do not threaten, coerce, or use punishment to complete work, including forced overtime, human trafficking, debt bondage, prison labor, or slave labor.
- Do not employ child labor of compulsory school age, including children under 15 years old or below the legal minimum age. Do not employ children under 18 years old in hazardous work or work that endangers health, safety, or is harmful in terms of morality and ethics.
- Do not employ illegal labor. For migrant workers, ensure employment complies fully with Ministry of Labor regulations and is verifiable.



### **3. Occupational Health and Safety**

- Comply with health and safety laws and regulations in the workplace.
- When in the Company's premises, strictly comply with the Company's policies and requirements.
- Implement occupational health and safety measures for employees and related parties by providing safe work areas and healthy working environments.
- Provide standard personal protective equipment appropriate to the type or nature of work performed by employees.
- Maintain records of work-related illness, injury, fatality, or safety-related incidents involving employees.
- Communicate and raise awareness about risks, control measures, procedures, and safety standards related to work operations for supplier employees and subcontractors.

### **4. Social Responsibility**

- Assess the impacts of operations on communities and society as a whole and contribute to safeguarding community health and safety.
- Maintain grievance mechanisms to receive feedback and complaints from stakeholders affected by supplier operations and take appropriate and fair remedial action.

### **5. Environmental Responsibility**

- Strictly comply with environmental laws and regulations, with regular assessments to ensure compliance with legal requirements.
- Operate with environmental awareness, using natural resources, energy, and water with maximum efficiency while minimizing pollution and waste.
- Implement systematic measures to prevent and reduce environmental impacts from work processes, including effective wastewater, waste, chemical, and air pollution management systems, as well as biodiversity protection.
- Promote the use of environmentally friendly technologies to help mitigate climate change impacts through greenhouse gas emission reduction.



This policy shall be reviewed at least once a year or when circumstances change.

Form the date of November 6, 2025, onwards.

Announced on November 6, 2025

*(Signed)*

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(Mr. Piyadit Asawasirisuk)  
Chairman of the Executive Committee