

Supplier Code of Conduct for Sustainability

BG Container Glass Public Company Limited is committed to conducting its business ethically in a socially and environmentally responsible way based on corporate governance throughout its business practices and processes. With such commitment, the Company has established a procurement policy to ensure that its business practices follow the Group's sustainability policy as well as relevant laws and regulations and to build stakeholder trust through the Group's transparent and fair procurement policy

Suppliers are a group of stakeholders that are important to BGC's growth and sustainable value chain. To achieve its goals, BGC is committed to supporting its suppliers in conducting sustainable business in line with BGC's business practices by creating a "Supplier Code of Conduct" to promote concrete implementation and improvement through supplier oversight with a focus on ethical business conduct, labor practices and human rights respect, employee safety and occupational health, and environmental management in relevant areas to move towards sustainable growth together.

Business Ethics

1. Corporate Governance
 - BGC's suppliers shall conduct their business based on honesty, integrity, fairness, transparency, thoroughness, and strict compliance with the laws and regulations related to their business operations. Under the principles of corporate governance, suppliers shall not take any form of fraudulent or corrupt action, whether directly or indirectly.
2. Confidential Information
 - BGC's suppliers shall not disclose or use confidential information of BGC or suppliers' customers and relevant parties without consent.
3. Intellectual Property
 - BGC's suppliers shall respect and shall not infringe the intellectual property of any person and shall establish a measure to prevent such infringement.
4. Conflict of Interest
 - BGC's suppliers shall not take any action that leads to a conflict of interest or a benefit between the suppliers and BGC's personnel.

Labor and Human Rights Practices

1. Non-discrimination
 - BGC's suppliers shall treat their employees fairly and equally with dignity, without discrimination against differences in birth origin, race, nationality, religion, gender, age, skin color, educational background, disability, social status, or any other ground.
2. Labor Protection
 - BGC's suppliers must strictly protect employees in compliance with the laws.
 - BGC's suppliers must not employ a child under the minimum employable age. In the even that suppliers employ a child under the minimum employable age, such workers must be protected in all aspects as required by law.

3. No Forced Labor

- BGC's suppliers shall not use forced or involuntary labor.
- BGC's suppliers shall not use or benefit from any form of forced labor, which includes corporal punishment, coercion, imprisonment, harassment, threats, sexual abuse, human trafficking, or violence of any kind.

4. Wages, Benefits, and Working Hours

- BGC's suppliers shall pay wages, compensation, overtime pay, and other benefits that employees should receive correctly, fairly, on time, and not lower than the level required by law.
- BGC's suppliers shall not allow their employees to work longer than the legal limit. If overtime is necessary, it must be voluntary.

Safety and Occupational Health

Safety and Work Environment

- BGC's suppliers must strictly comply with safety and occupational health laws by providing a safe and hygienic work environment to reduce and control the risk of accidents, injuries, illnesses, and emergencies.
- BGC's suppliers shall provide their employees with personal protective equipment that is adequate and appropriate to the risks and establish measures for implementation.
- BGC's suppliers shall assess the situations and emergencies, create an emergency plan, and provide continuous and appropriate training for employees.

Environment

1. Compliance with Environmental Law, Rules, and Regulations

- BGC's suppliers must strictly comply with applicable environmental laws, rules, and regulations and implement pollution and waste management as required by law.

2. Efficient Resource Consumption

- BGC's suppliers shall conduct their business based on environmental consciousness, protect the environment and use resources efficiently and effectively, conserve natural resources, reduce environmental impacts by implementing the 3R (Reduce, Reuse, and Recycle) approach, and select environmentally friendly products and services.



Acknowledgment and compliance form

(Public Company Limited / Company Limited / Limited Partnership / Mr. / Mrs. / Miss)
have read, understood, and acknowledged BGC's Supplier Code of Conduct for Sustainable Development and agree to abide by this agreement in all related matters by notifying all relevant employees and collecting information which is evidence of compliance with this agreement and delivered as requested by BGC, including consent for BGC to evaluate the supplier's operations to ensure compliance in accordance with BGC's Supplier Code of Conduct for Sustainable Development.

Partner's signature and affix the company seal (if any)

Partner company name :

Address :

.....

Name

(.....)

Position

Date