



Eastern Polymer Group PLC.

Business Code of Conduct

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Business Code of Conduct

1. Vision, Mission and Philosophy

Eastern Polymer Group (Public) Co., Ltd is committed to be the organization of creative innovation, with research and development of products and technology, including new invention for sustainable growth that meets the vision and mission of the company set forth as follows:

Vision

“Creative Innovation Organization” EPG is thriving on innovation by capitalizing various technologies to further infuse creative thinking leading to the development of new qualified product that benefit society for better livelihood.

Mission

“World-Class Innovative Polymer and Plastic Products Manufacture” EPG Group is Technology and Innovation leader of polymer and plastic products for construction industry, automotive industry plastic and packaging for food and beverage industry. With constant investment in R&D, the company is determined to emphasize technology development with perpetual continuation.

Philosophy

“Contribution towards a better Society” EPG intends to grow business based on good governance and social & environmental responsibility by acknowledging the interests of all stakeholders to achieve harmonious coexistence and simultaneous betterment among industrial sector, community, and society.

2. Statement of Business Conduct

Eastern Polymer Group (Public) Co., Ltd has principal policy that the company’s business must meet standard for lawful practice and good morals. The board, as a result, prepares the code of conduct for business and requires directors, managers, and all workers to adhere to the same guidelines as follows:

2.1 Policy and Treatment Guidelines to Employees

The Company takes into account that employees are invaluable and key success that leads to achievement. Therefore, there is the Company’s policy to provide fair treatment to its employees in terms of opportunity, compensation appointment, and relocation including skill development. To ensure such commitment is achieved, the Company has established the following practice guidelines;

- 1) To treat employees with politeness.
- 2) To provide employees with fair compensation and give priority to the welfare of employees.
- 3) To set promoting, transferring, and rewarding policy based on knowledge base, skills, and qualification of employees.
- 4) To maintain a safe working environment for employees’ life and belongings.
- 5) To give priority on knowledge and skill development of employees with equal opportunity on regular basis in order to improve employees’ potential and professionalism.

- 6) To listen to opinions and suggestions of the employee.
- 7) To strictly comply with related law and regulation.
- 8) To provide equality in employment without discrimination on race, skin color, sex, religion, background, or disability, and respect employees' rights and liberties.
- 9) To provide channel for employees to file complaints in case of unjust treatment, report clues on illegal activity, and put in place action plan, including protection program for complainant with fairness.
- 10) To have intolerance policy toward any actions or behaviors that imply sexual abuse.
- 11) To provide challenging opportunities and job rotation.
- 12) To create opportunity - equality - fairness in Employees' Promotion.
- 13) To provide transparent and fair performance review.

2.2 Policy and Treatment Guidelines to Shareholders

The Company has the policy to treat all shareholders equally in which always recognizes that shareholders are the owner and it is the duty of the Company to create added value to shareholders in a long term. Hence, directors, executives and employees shall comply with the following guidelines:

- 1) Perform their duties with good intention; make any decision based on professional ethic and integrity and fair to both major and minor shareholders for the highest benefit of the shareholders.
- 2) Report status of the Company, operation result, financial statement, accounting and other reports on regular basis truly and accurately.
- 3) Refrain from seeking benefit for their own, do not allow other person to use any information of the Company which has not yet been disclosed to the public or execute any proceed in the manner that may cause conflict of interest to the Company.

2.3 Policy and Treatment Guidelines to Customers

The Company is aware of the importance of customers by having the policy to produce quality products that meet the needs of customers and create satisfaction, therefore, has established guidelines as follows:

- 1) Commit to make quality products and services according to customers' satisfaction, and continuous improvement and development.
- 2) Keep information of customers; do not use such information for the benefit of their own or for related person wrongfully.
- 3) Provide accurate, updated and sufficient information about of the Company without exaggerated advertising content which may mislead customers in term of quality and services of the Company.
- 4) Provide advice on service channel of the Company efficiently and for the benefit of the customers.

2.4 Policy and Treatment Guidelines to Trading Partners and/or Creditors

The Company's treatment to trading partners and/or creditors is with integrity and honesty, based on highest benefit of the Company and fair mutual benefit. Avoid any situation that may cause conflict of interest, discuss the problems adhered to business relations. The practice guidelines have thus established as follows:

Do not request or accept or pay for any benefit which contains illegal trading to trading partners and/or creditors.

- 1) Strictly comply with agreed conditions; inability to comply with such conditions shall be notified to creditors in advance, in order to mutually seek for solution.

Place importance to the selection of suitable partners by providing the opportunity to do business for all partners as well as the selection process for partners shall be based on equality, fairness, and complete qualifications following the Company's requirements, for instance, reliability, producing/having quality products that comply with Company requirements, capable of delivering, reasonable price, provide after-sales service, etc. Adhere to the contract and abide by the conditions with the creditors in the repayment of principal and interest and taking care of various collateral as well as ensure to comply with terms of the loan agreement. The Company shall maintain a good financial ratio, also monitoring the related financial ratios regularly or following the regulations (if any).

2.5 Policy and Treatment Guidelines to Competitors

The Company has the policy to do business honestly and not taking advantage of competitors with the following established guidelines.

- 1) Operate business under the fair competitive environment and rules.
- 2) Refrain from seeking information, trading secret of competitors through dishonest or inappropriate method.
- 3) Do not damage competitors' reputation in deceitful way
- 4) Give transparent support and cooperation to commercial competitors; do not conceal any illegal agreement in order to protect consumers' benefit.
- 5) Do not violate the law and strictly adhere to intellectual property law

2.6 Policy and Treatment Guidelines to Society / Community and environment

The Company's policy shall be beneficial to the economy, society, and environment; adherence to be good citizen; fully compliance with the law and regulation while participating and promoting quality of society and community including support variety of social activities, in accordance with "Social and Environment Responsibility Policy" by which every director, executive, and staff of the Company shall follow the same practice.

3. Intellectual Property

Intellectual property is considered a valuable asset to the Company's business operations, which shall gain competitive advantages in the business. Copyright, patent, trademark, trade secrets, production process, and the innovation that the Company created are what will bring success to business operations as well. Therefore, the Company has the policy to protect one's intellectual property, and at the same time must not violate and respect the intellectual property rights of others. In which the Company has specified the following guidelines.

- 1) The Company must conduct business under the laws and regulations in all countries in which the Company invests, including contractual obligations relating to intellectual property rights, trademarks, patents, copyrights, and trade secrets.
- 2) The Company must not violate the intellectual property of others and use intellectual property in the correct way, not against laws and business ethics.
- 3) The Company's employees with a duty able to access trade secrets, such as product secret formulas, production process, and methods of conducting confidential business, must keep that secret from disseminating to unrelated parties causing commercial damage to the Company.
- 4) Support and protect intellectual property by using copyrighted products and services, patents, and trademarks, along with does not support the use of products or any actions that violate the intellectual property rights of others.

4. Corporate Social Responsibility Policy (CSR Policy)

Eastern Polymer Group (Public) Limited and its subsidiaries aim to conduct business with good governance, social and environmental responsibility by taking into account the interests of all stakeholders in order to live in harmony with community an society, and to elevate the development and growth together. To achieve aforementioned aim and idea, the board of directors sets corporate social responsibility policy (CSR policy) as follows;

- 1) To operate business with honesty, transparency, integrity and verifiability by focusing on the growth of the Company together with life quality development of personnel, community, society, and environment in every dimension; including sustaining the interest of stakeholders based on vision and mission determined by the Company.
- 2) To place importance on corporate governance under moral and ethical management, with transparency and verifiability.
- 3) To operate business with respect to human rights; abstention from taking advantages of trading partners, personnel, customers, and people in society; and treat these people with equality and fairness.
- 4) To assign personnel of the Company and its subsidiaries to perform their duties in line with CSR policy and practice. In addition, to provide training courses and personnel development programs by fairly support employees to progress in their line of work, and good future in working.



- 5) To place importance on product quality by continually offering products that is beneficial for health and safe for consumers, society and environment for the good life quality of all consumers and society.
- 6) To conduct businesses that promotes environmental development, efficient utilization of natural resources, conservation of energy, waste reduction, and efficient recycling of wastes.
- 7) To operate the business with focus on sustainable development of community by supporting body of knowledge or other useful activities.
- 8) To operate the business with focus on innovation by taking the society and environment into consideration for sustainable growth.

5. Anti-Corruption Policy

Eastern Polymer Group (Public) Limited has principle and determination to be the organization with good virtue, responsibility to society and all stakeholders, good governance, attention, advocacy & promotion on anti-fraud and anti-corruption of all form in every level of personnel of the Company and subsidiaries.

The Company pays attention to such matters and has therefore established an anti-corruption policy, which is separated in another version.