



Sunsweet Public Company Limited

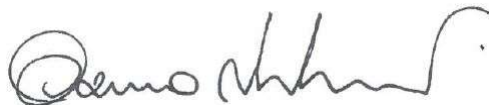
Business Partner Code of Conduct

Message from Chief Executive Officer

Sunsweet Public Company Limited and its subsidiaries (hereinafter referred to as the "Company") has conducted the business ethically and adhering to the principles of integrity and transparency. The responsibilities which are relevant to the laws and regulations specify business ethics manual for all senior management and employees of the company directors.

The company is confident that conducting business which based on ethics responsibly throughout the supply chain is an important factor in achieving sustainable success, and partners are also the key chains of this success.

Therefore, the company has expanded the scope of operations through communicating expectations to customers by making business partner code of conduct as a guideline for conducting business in the same way with the company operations. Thus, requesting cooperation from business partners of the company must do the same way with the company sincerely. The company's intention is to work sustainability resulting in growing together continuously and sustainably as well as creating a better society and environment.



(Mr. Ongart Kittikhunchai)

Chief Executive Officer

Standard for partners

1. Compliance with The Law Rules and Regulations

According to the Code of Conduct, the partners must comply with laws and regulations following the local and national laws at company operation which includes laws governing competition supervision, product safety, responsibilities for product impacts, occupational health diseases of workers environment, protection of intellectual property and privacy and equality in operations. If there are not any relevant laws, the partners must comply with the treaty, standard agreement and relevant international criteria

2. Anti-Corruption

The Company partners must do not pay any requested offer by giving money or benefits. or things directly or indirectly for individuals or juristic persons that also do business or related government agencies. This is to provide beneficial compensation to one another or for the benefit of the company.

Giving a reception from the business partners must be reasonable and verifiable. A gift must be an appropriate scope in order to maintain the good business relationships. The company expects its partners to set advanced objectives, the maximum amounts for receptions and entertainment for the gift to an individual or a juristic business partner or related government agencies.

The company partners must not engage in any fraud or bribery of all forms including giving or receiving donations or financial support. It must be transparent and legal, and it is not an excuse for bribery. Therefore, the company expects the partners to use the money or assets of the company to donate in the name of the company and must be an organization for the benefit of society.

3. Conflict of Interest

The company partners must not seek personal benefits that may cause conflicts of interest with the company and avoid any situations or relationships that may involve improper conflicts or conflicts of company interest. Moreover, the business partners should not have conflicts of interest with employees and family members of company employees

The business partners must disclose the nature of their personal relationships, their spouses and close relatives which is over 100,000 baht.

4. Insider Trading

The company partners must not use the non-public information which is received during the business transactions for own personal benefit, staff of partners or any other persons.

The company partners must refrain or avoid expressing opinions to outsiders or the media in relating to the company.

5. Intellectual Property, Information and Information Technology

The company partners must use the intellectual property, trade information, copyrights, trademarks, company logos of the company as permitted under the contract, which is made with the company only, the business partners must respect the intellectual property rights. The intellectual property rights may be in the form of copyright, patent, trademark, company name, logo, or trade secret. In addition, this includes information from other personnel.

The company partners must protect trade secrets and confidential information of the company and do not disclose such information to unauthorized third parties. The information can be used for the company's business only

The company partners must notify the company in the case of using the brand, trademark or logo without the permission.

The company partners must not copy or use illegal software in the company and must respect the rights of intellectual property.

6. Fair Competition

The company partners must provide fair trading opportunities by specifying appropriate procurement methods, emphasizing transparency in efficiency including not seeking confidential information of competitors with dishonest methods, inappropriate or illegal, and it must not destroy the reputation of competitors by accusing or acting without truth and unfairness.

The company partners must not offer or contract the competitors in order to determine the price of goods, services, profits, fixed conditions, differentiate the customers market or enter into any other agreements which limits the selling price.

7. Employment and Labor Treatment

The company partners must ensure that their employment must comply with the labor laws of their country operations including the use of child or under-age labor, female labor, acceptance of rights, freedom of employment association and collective bargaining with non-compulsion punishing or using labor contract.

The remuneration which pays to the employees must be followed the applicable wage law including the minimum wage, overtime pay and benefits as required by law.

8. Non-Discrimination

The company partners must promote the implementation of basic human rights and equality, regardless of differences in race, religion, age, color, gender, language, national origin, ethnicity, society. political beliefs or beliefs in any other way.

9. Occupational Health Safety and Working Environment

The company partners must provide appropriate basic benefits and other benefits such as clean drinking water, hygienic and adequate toilets, annual check of primary health care including emergency medical care.

The working environment must be safe in life, health, sanitation, property, and facilitate work following the standards set by law.

10. Environmental management

The company partners must strictly comply with environmental regulations and laws and not cause an impact on the environment in nearby communities.

Management of waste, wastewater, chemicals and other hazardous substances, before released into the environment, it must be managed and destroyed as required by law before being released into the environment.

The company partners must support environmental protection measures in every possible side by using technology that is environmentally and friendly. It should support the efficient use of energy and water in the workplace.