

Code of Conduct for Major Cineplex Group Public Co., Ltd.



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Major Cineplex Group is committed to strengthening the relationship with business partners including to develop the work processes in order to create the value for all stakeholders. Our organization believes that supply chain management with the concern of the environmental, social and governance issues (ESG) is the management of opportunities and risks covering all dimensions of business operations which results in long-term value creation with partners and to enhance the competitive advantage. For these reasons, Major Cineplex Group has prepared the Supplier Code of Conduct to determine the direction of sustainable business development of Major Cineplex Group with partners along with standardizing including the guidelines for trading partners and this will be used in operations with Major Cineplex Group throughout the work.

The Code of Business Ethics will treat all suppliers in the Major Cineplex Group supply chain, which includes every purchaser and all employers by developing the operational standards focusing on the Business Ethics, Human Rights and Labor Standards, Quality Management, Occupational, Health and Safety and Environment. Major Cineplex Group recognizes the importance of these issues and intends to set working standards above the law regulations in order to ensure that the business processes of Major Cineplex Group with partners are equal, equitable and acceptable even though our organization are facing the different rules in each area of work

By promoting, supporting and following up with business partners to follow the Code of Business Ethics, the organization intends to cooperate with partners through supervision, providing information and the appropriate guidelines for the operation including the suitability of the operational assessment to enable the partners to develop all operations in accordance with standards designated by Major Cineplex Group.

Major Cineplex Group hopes that the principles of Code of Business Ethics will drive the performance between Major Cineplex Group and every partner to work with the confidence building and the long-term value for all stakeholders.

Business ethics

Business ethics

- In business operation, the significant focus to the ethics, the honesty and the fairness to all related stakeholders by complying with the laws, rules and regulations of the government not involving in any form of corruption.

Conflict of interest

- Do not bring any personal interests into conflict in business processes with Major Cineplex Group. Do not seek any personal benefits or benefit people close to their positions, duties, and opportunities from working with Major Cineplex Group.
- To cooperate with various requirements when Major Cineplex Group announces a policy of not accepting any gifts or any requirements in accordance with the anti-corruption policy.

Internal information

- Before starting any internal data exchange operations, a written agreement on the insider information's protection that the trading partners will protect and maintain the insider information between organizations should be agreed even though the business operations with Major Cineplex Group have ended.

Intellectual property

- In working with Major Cineplex Group, an exchange of intellectual property has been agreed in writing on protection of the intellectual property of the mutual promises.
- Do not distribute and do not violate the intellectual property of Major Cineplex Group.

Information disclosure

- To disclose various information of the partner company as the Law required the cooperation in the information's transmission to Major Cineplex Group in order to prepare important reports and to disclose to the stakeholders.

Transaction

- In conducting transactions between the partners and Major Cineplex Group, this will be strictly proceeded according to the procedures specified by Accounting Department of Major Cineplex Group. To explain the various items clearly and honestly every time, to prepare all important documents and to make the disbursements on time needed to be proceeded.
- Financial documents and important documents storing can be checked for the transparency in the operation

Sustainable development between partners and Major Cineplex Group

- An important component of sustainable development is listening to the opinions and views of stakeholders. Major Cineplex Group encourages its partners to give their opinions through various channels at Major Cineplex Group organized for the organization to receive comments and the recommendations usage from the suppliers to develop working processes with partners.
- The Major Cineplex Group expects every business partners to regard to and perform according to good business ethics. By doing business with good ethics, good transparency, good integrity and resisting any form of corruption. We also request business partners to associate with other business partners to resist fraud, bribery, and corruption for sustainable business growth together.

Human rights and labor

Children's rights and anti-child labor

Major Cineplex Group values, respects and supports the children's rights by adhering to the Children's Rights and Business Principles (CRBP), which refers to the Convention the Rights of the Child (CRC). For this reason, Major Cineplex Group asked all partners must comply with the Major Cineplex Anti-Child Labor policy as follows:

- Do not hire the children under 15 years as employees, in violation of the rules of the Ministry of Labor.
- Do not hire the children under 18 years to work in any establishment. That is harmful to children or in any construction site (The 'construction site' or 'construction site') of Major Cineplex Group.
- Major Cineplex Group immediately holds the right to terminate trade partners if they see and prove the fact that the trade partners use child labor.
- In the case that Major Cineplex Group encounters or receives a fact that a partner violates the rights, freedom and welfare of children which is a violation of Code of Conduct, Business Partners and Children's Rights and Business Practices. Major Cineplex Group holds the right to punish trade partners' actions as appropriate.

Non-discrimination

- Treat the employee fairly and equally without the discrimination of origin, race, gender, age, skin color, religion, disability, disadvantaged, social status or any other matter.

Labor rights

- Treat the labor legally.
- Providing the appropriate wages and compensation to workers and to be faire for the nature of work and working period. Providing the benefits that employees should receive according to the law.
- Giving labor rights in the freedom of association, the collective bargaining, the annual leave and holidays as required by law.
- Do not hire any illegal labor. If being a foreign worker, legally employ them in accordance with the law of the Ministry of Labor.
- Do not take any actions to the forced labor or human trafficking that the forms of conduct include physical, mental, mental, intimidating, threatening or detention.

Quality management

Quality Management System

- To study, understand, and be aware of Major Cineplex Group's quality management process through the work manual provided by Major Cineplex Group Quality Control for the partners and to implement the standards and the procedures specified by the quality management system

Delivery of goods or services

- To deliver products or services with accuracy, completeness, and in a timely manner throughout the operations with Major Cineplex Group.
- To communicate, to record and to report correctly the various information of the quality referring to the fact. To store the important documents such as the contracts, agreements, plans or important financial documents. And this can be inspected in the case that the work delivery has to be inspected.

Practice when an error occurs

- If an error occurs or occurs in a product or service related to a supplier after the supplier has delivered, give the cooperation with Major Cineplex Group to investigate and to correct errors with the best of their ability.

Quality, Occupational Health and Safety

Occupational Health Management and safety in the work area

- To conduct the occupational health and safety in accordance with the laws, rules and regulations of the government.
- To maintain the occupational health standards and the good safety through the work process so that the operating environment is safe, hygienic and has the least impact on society and the environment.
- To have the hygienic inspection and the regular safety at the workplace
- To promote and regularly inspect the wearing of various safety equipment for employees in the work area.
- Do not neglect or ignore any actions or defects in the workplace which may cause insecurity for employees.

Dealing with emergency situations or abnormal situations

- To have the measures or plans to respond to various emergency situations effectively.
- To organize the training, to provide knowledge and understanding for employees about the security measures and various emergency plans in order that the employees act correctly and in time when there is the disaster or unusual situations.

Performance tracking

- To record accurately the complaints and the incidents concerning to the occupational health and safety in relation to operations between partners and Major Cineplex Group in all the facts and to report incidents to Major Cineplex Group regularly.
- To record the statistics of accidents or the number of injured in operations with Major Cineplex Group systematically and be ready to provide information to Major Cineplex Group for the result report. To report the sanitation and safety work for all stakeholders.

Environment

Environmental Management in the Work Area

- To proceed with the environmental law and the regulations of the government.
- To have the preventive measures, to correct and to reduce the impact on the environment efficiently.
- To encourage the employees to use environmental resources economically, effectively and do not take any action that cause negative impact on the environment.
- To develop the environmental management systems to meet and to exceed the standards set by the government consisting of the following factors
 - Physical Parameter such as the management of various environmental resources
 - Chemical Parameter such as preventing or reducing pollution from business processes
 - Biological Parameters such as management of ecological impacts and biodiversity
- The aim to reduce the mitigation and to adjust the business operations to adaptation in accordance with the climate change through the business process development or the product and the service innovation.

Performance tracking

- To record the complaints and environmental incidents regarding to operations between partners and Major Cineplex Group to be accurate in all the facts. And to report the incidents to Major Cineplex Group regularly.
- To collect the statistics of the number of environmental impact people from working with Major Cineplex Group systematically. And to be ready to provide information to Major Cineplex Group for the environmental performance report to all stakeholders.

Whistleblowing channels and receiving feedback charts

Every Major Cineplex Group partner has the right to make inquiries, report the clues, or make the complaints in violation of the Code of Conduct of Major Cineplex Group such as the violations of regulations and corruption or omission of duty

Contact channels for information inquiry or notification of wrongdoing

- Email | auditcom@majorcineplex.com
- Postal | 1839, 1839/1, 1839/6 Phahonyothin Road, Ladyao, Chatuchak, Bangkok 10900
- Website | <http://www.majorcineplex.com/>

Certify the business ethics.

Company: _____

Address: _____

Name-Surname _____

Position _____

The signature _____

Company seal

Date _____