

## **Supplier Code of Conduct**



### Preface

Major Cineplex Group is committed to conducting its business sustainably, strengthening relationships with business partners to create value for all stakeholders. The organization believes that managing the supply chain by considering environmental, social, and governance (ESG) aspects is a comprehensive approach to managing opportunities and risks in business operations. The outcomes of this approach will lead to long-term value creation with partners and enhance competitive advantages. Therefore, the Company has developed this Supplier Code of Conduct to ensure that partners' operations align with the company's code of ethics and serve as a guideline for their business practices. The Company aims to establish a sustainable supply chain and foster business collaboration that promotes integrity and fairness in business conduct, respects the rule of law, and emphasizes social and environmental responsibility.

This document has been established by the Company, considering the content and scope to comply with relevant regulations, rules, and laws. The management aims to develop operational standards regarding business ethics, quality standards, social responsibility, occupational health and safety, as well as emphasizing sustainable management of various environmental aspects.

### 1. Business Ethics

Business ethics and transparency in operations: The company expects partners to be committed to the following:

- **Fair Practices:** Maintain standards of integrity in all business operations, including refraining from involvement in or participation in corruption, extortion, and all forms of embezzlement.
- **Conflict of Interest:** Partners must not have any stakes in business operations that create a conflict of interest with the company. If a partner or its personnel may have a vested interest that could lead to a conflict of interest, they must disclose this information to the company.
- **Internal Information:** Before initiating any exchange of internal information, a written agreement must be made regarding the protection of internal information, stating that partners must protect and maintain the confidentiality of internal information between organizations, even after the business relationship with Major Cineplex Group has ended.
- **Intellectual Property:** Do not disclose or infringe upon any intellectual property or confidential information of the company, or any information that partners have obtained through business dealings with Major Cineplex Group.
- **Disclosure of Information:** Partners must disclose their information accurately and completely as required by law, and cooperate in providing information to the company for the preparation of various important reports and for disclosure to stakeholders.

### 2. Quality Standards

The Company expects partners to be committed to the following quality standards:

- **Delivery of Goods or Services:** Partners must deliver goods or services according to specifications accurately and completely within a reasonable timeframe throughout their collaboration with the company. This includes recording and organizing various operational reports in an orderly manner that allows for verification in case an audit of the deliverables is required.
- **Responsibility for Quality:** Partners must fully take responsibility for the quality of the goods or services provided to the company, both directly and indirectly.
- **Cooperation in Quality Development:** Partners must cooperate in the ongoing development of the quality of goods or services, which will benefit both the company and the partners.
- **Action in Case of Defect:** If defects are found in the goods or services related to the partners after the delivery has been made, partners must cooperate with the Company to investigate and rectify the defects to the best of their ability.

### 3. Social Responsibility

#### 3.1 Human Rights

The company expects its partners to be committed to the following:

- **Freedom of Labor:** Partners must not be involved in or use forced or unwilling labor under any circumstances to prevent forced labor and all forms of modern slavery.

- **Freedom of Association:** Respect employees' legal rights to join or not join associations, unions, federations, and ensure their rights to collective bargaining.
- **Protection Against Child Labor:** Do not employ children under the age of 15 as workers, as this violates labor ministry regulations. Additionally, do not employ individuals under the age of 18 in hazardous work environments or in any construction projects of Major Cineplex Group.
- **Fair Compensation and Benefits:** Provide wages/compensation to employees in accordance with applicable laws, including minimum wage, overtime pay, and statutory benefits that employees are entitled to.
- **Equal Treatment:** Respect the diversity of employees, customers, and other individuals in business dealings. Treat employees fairly and equally, without discrimination based on race, gender, age, skin color, religion, physical disabilities, social status, or any other factors in employment and work practices.
- **Foreign or Migrant Workers:** If foreign or migrant workers are employed, ensure legal compliance with labor ministry regulations. Employers must provide proper employment contracts, passports, and personal documents, which must remain in the possession of the workers at all times.

### 3.2 Social Responsibility

The company expects its partners to be committed to the following:

- **Health and Safety Impact Management:** Ensure health and safety management in all operational activities, including planning, surveying, operations, production, transportation, dismantling, and project decommissioning.
- **Participation in Social Welfare Activities:** Engage in social welfare activities as per the capacity of the partner, whether organized by government agencies, industry sectors, or volunteer organizations.

### 4. Occupational Health and Safety

The Company expects its partners to be committed to the following:

- **Managing Production Processes for Safety Standards:** Partners must comply with occupational health and safety laws and regulations set by the government to ensure safety for themselves and others.
- **Maintaining High Standards of Occupational Health and Safety:** Partners must provide a safe and hygienic working environment. They must supply appropriate personal protective equipment suitable for the type of work being performed and have effective measures or plans in place to respond to emergency situations.
- **Monitoring and Inspection Processes:** To ensure compliance with occupational health and safety standards, partners must systematically record complaints, inspect hygiene conditions, maintain accident statistics, and regularly monitor workplace safety.
- **Communication and Awareness Building:** Partners should provide training and knowledge to employees about safety measures and emergency plans to ensure they can respond accurately and promptly in the event of accidents or unusual situations.

### 5. Environmental Management

The Company expects its partners to be committed to the following:

- **Compliance with Environmental Laws and Standards:** Conduct environmental operations in compliance with government laws and regulations. Regular evaluations must be carried out to minimize environmental impact effectively.
- **Reducing Climate Change Impacts:** Partners should actively work to reduce greenhouse gas emissions.
- **Promoting Efficient Use of Environmental Resources:** Provide training and awareness programs to employees on resource efficiency and avoiding actions that negatively impact the environment.
- **Developing Environmental Management Systems to Meet Standards:** Continuously improve environmental management systems, addressing the following aspects:
  - Physical Parameters: Management of environmental resources.
  - Chemical Parameters: Prevention or reduction of pollution from business processes.
  - Biological Parameters: Management of impacts on ecosystems and biodiversity.

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- **Monitoring and Reporting Environmental Performance:** Accurately record and report environmental complaints or incidents related to operations between partners and Major Cineplex Group. Regularly communicate factual reports to the Company.

### **Sustainable Development Between Partners and Major Cineplex Group**

Major Cineplex Group Public Company Limited expects all partners to adhere to and comply with the business code of conduct. This includes a commitment to conducting business ethically, transparently, and in a manner that is accountable and free from all forms of corruption. Partners are expected to respect the rule of law, emphasize social and environmental responsibility, and collaborate with the company to join networks with other organizations in combating corruption, bribery, and unethical practices, thereby ensuring sustainable business growth together.

### **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:

- 1) Postal : Address the envelope to one of the recipients of the information as follows:
  - Chairman of Corporate Governance Committee (Independent Director)
  - Chairman of Audit Committee (Independent Director)
  - Company Secretary

Send Postal To this address :

Major Cineplex Group Plc. 1839, 1839/1, 1839/6 (Fl.8) Phahonyothin Road, Ladyao, Chatuchak, Bangkok 10900

- 2) Email | [auditcom@majorcineplex.com](mailto:auditcom@majorcineplex.com)

### **Certify the business ethics.**

I have read, understood, and acknowledged this business code of conduct. I agree to accept and comply with these provisions in the course of business operations. Furthermore, I will ensure that all relevant employees, workers, and personnel are informed of and adhere to these principles in alignment with the intentions of this business code of conduct for partners.

As evidence of my agreement, I hereby affix my signature and, where applicable, the official seal of the legal entity.

Company Name : \_\_\_\_\_

Address : \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Position \_\_\_\_\_

Company seal Date \_\_\_\_\_