



TSHG Supplier Code of Conduct

Thai Summit Harness Public Company Limited is a group of companies that conducts its business in accordance with the principles of good governance, coupled with a commitment to promoting social and environmental sustainability in a sustainable development approach. These are crucial factors that contribute to the balance of society, the environment, and business, enabling them to grow and thrive together in a sustainable manner.

Thai Summit Harness Group (TSHG) has a strong commitment to promoting this mindset to its business partners, who play a crucial role in TSHG's operations. Together, they are encouraged to adopt and practice the aforementioned principles and ideas as well as being responsible citizens and adhering to governance guidelines for the betterment of society and the environment. They also aim to extend the positive impact to the broader community. In order to ensure a shared understanding, TSHG has developed the " TSHG Supplier Code of Conduct " to guide its business partners in their further practices.

TSHG expects its business partners to go beyond mere compliance with relevant regulations, laws, and international best practices including incorporate the principles outlined in TSHG's Business Ethics into their business operations. TSHG will provide assistance, promotion, and support to enable its business partners to conduct their operations with integrity, respect for freedom of expression, and a commitment to safeguarding labor rights and human rights, caring for occupational health, safety, and environmental. TSHG will actively monitor the implementation of "TSHG Supplier Code of Conduct " to achieve its objectives. However, if a business partner fails to comply with " TSHG Supplier Code of Conduct ", TSHG reserves the right to take any appropriate action based on the impact and damages caused.

In formulating the "TSHG Supplier Code of Conduct" apart from incorporating relevant regulations and laws, TSHG also refers to charters and various internationally recognized standards including Universal Declaration of human rights: UDHR, International labor organizations: ILO, United Nations Global Compact, and Social Accountability International.

1. Business Ethics

- 1.1 **Business Integrity** TSHG conducts its business based on the principles of accuracy, honesty, integrity, and moral values. It operates with transparency and complies with applicable laws and regulations strictly. TSHG does not engage in any dishonest, corrupt, or fraudulent practices. It does not offer or promise money, assets, goods, or any other benefits to obtain an unfair advantage. TSHG also refrains from actions that may result in conflicts of interest or bring harm to others for personal gain or the benefit of others in a manner that is inappropriate.
- 1.2 **Fairness** Conduct business responsibly to ensure of fair treatment to all Stakeholders.
- 1.3 **Information Disclosure** Provide full accurate disclosure of information as stipulate by law.
- 1.4 **Confidentiality** Do not disclose or use any confidential information of customers or related parties without consent.
- 1.5 **Intellectual Property Rights** Respects the intellectual property rights of others and undertake not to allow violation of such rights.

2. Labour & Human Rights

- 2.1 **Non-discrimination** Respect Human dignity, Equality , fairness and shall not discriminate against employees on the grounds of physical or mental differences, race, nationality, religion, gender ,age, education, or and other matter
- 2.2 **Labour Protection**
 - Do not employ child labour longer than the legally required minimum age. Should child labour above the legally required minimum age be employed, their legally mandated rights shall be fully protected and proper development and promotion of quality of life and work be provided.



บริษัท ไทยซัมมิท ฮาร์เนส จำกัด (มหาชน) THAI SUMMIT HARNESS PUBLIC COMPANY LIMITED



Management System
ISO 14001:2015
ISO 45001:2018
IATF 16949:2016



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- Female employees shall not engage in work which may harm their health and safety. Pregnant workers shall be protected and provided their legally-mandate benefits.
 - Employment of foreign workers must be fully compliant with the regulatory requirements.
- 2.3 **Prevention of Involuntary Labour** Do not sure or exploit forced labour through the use of corporal punishment, threat, confinement at workplace , coercion , harassment, human trafficking or any other means of violence.
- 2.4 **Wage and Benefits** Pay workers wages, overtime pay, and holiday pay, as well as provide legally mandated benefits accurately, fairly, and not less than the minimum wage according to applicable laws. Wages, Overtime pay or the benefits shall be allocated within the time set.
- 2.5 **Working Hours** Do not force workers to work longer than the maximum working hours specified by applicable laws. Working overtime or working on a public holiday in voluntary. Workers must be granted holiday and leave as required by applicable laws.
3. **Occupational Health and Safety**
- 3.1 **Safety and Working Environment** Implement safety systems for workers and involved persons by providing a safe and health work environment; reducing and controlling accident risks and health impacts associated with performance of duty, transport, and service ; and establishing an emergency plans in order to reduce loss.
- 3.2 **Personal Protective Equipment** Provide workers sufficient and reliable personal protective equipment appropriate for risk exposure and ensure its proper use and care.
4. **Environment** Operate in an environmentally responsible manner, preserve the environment, utilize natural resources efficiently and effectively, conserve natural resources, and minimize the environmental impacts of their business activity consistent with the 3R concept as follows:
- Reduce : Rejecting or avoiding items or packaging that may contribute to waste issues, and opting for products that can be returned to the manufacturer for packaging reuse
 - Reuse : Using materials to their maximum value before disposing of them.
 - Recycle : The process of repurposing materials for reuse
5. **Laws and Regulations** Abide by all applicable laws, rules, and regulations.

This policy can be published publicly

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(Mr.Chutinat Sirimangkalakitti)
Director of Wiring Harness Division