

Contract No.

AOT Supplier Sustainable Code of Conduct

I,....., authorized by....., residing at/working at
.....
....., deemed as a contract partner of Airports of Thailand Public Company Limited (AOT) in accordance with the Contract No.; hereinafter referred as ‘AOT Supplier’, has acknowledged the AOT Supplier Sustainable Code of Conduct with the following details.

Introduction

AOT commits to operate in a sustainable manner and with responsible practices throughout the business processes. Hence, AOT Supplier Sustainable Code of Conduct has been established with the scope and boundary in line with applicable laws and regulations, as well as three sustainable development dimensions namely economics, society and environment. This code of conduct aims to promote suppliers of AOT to operate with transparency and ethics, respect human rights, protect occupational health of their employees, and aware of the impact towards surrounding community and environment through good corporate governance and best practices as follows.

Economics - Good Corporate Governance

1. Compliance of Regulatory Requirements and Transparency: The AOT Supplier shall strictly operate the business in line with the regulations in the Kingdom of Thailand, regulatory requirements of AOT, and code of business ethics without dealing with all forms of bribery, corruption, or illegal business operation.
2. Confidentiality: The AOT Supplier shall protect and prevent leakage of all AOT’s confidential information, and shall not use any AOT’s confidential information for illegal purposes, personal advantages, or trade benefits.

3. Conflict of Interests: The AOT Supplier shall keep AOT informed in a written notification on any certain operations or actions that could lead to the conflict of interests.
4. Free Trade Agreement and Law: The AOT Supplier shall operate the business based on the free and fair trade principles, and strictly adhere to trade competition law and shall not proceed any illegal or undesirable action that directly or indirectly causes a negative effect on competitors.

Society - Employment and Respect of Human Rights

1. Occupational Health and Safety: The AOT Supplier shall ensure occupational health and safety of the employee and contractor such as provision of appropriate working environment and health and wellbeing programs for employee or sub-contractor in accordance with the laws and international standards.
2. Freedom of Employment: The AOT Supplier shall not involve with any form of forced labor, and shall provide opportunity for freedom of association and collective bargaining under the Thai laws.
3. Wages and Benefits: The AOT Supplier shall provide wages and other benefits that its labor is rightfully entitled to on a timely manner.
4. Child Labor: The AOT Supplier shall not involve with the employment of child labor whose age is below than standard as prescribed by law, and shall not allow anyone whose age is below 18 to work on the night shift or in hazardous operations.
5. Working Period: The AOT Supplier shall not allow exceeded working hours than the standard as prescribed by law, covering working overtime and holidays.
6. Fair Treatment: The AOT Supplier shall fairly treat all of its employees on payment, training, career advancement, and termination of employment or lay-off without discrimination regarding sex, nationality, ethnicity, race, religion, age, political belief, marital status, pregnancy or disability.
7. Termination of Employment: The AOT Supplier shall proceed termination of employment in accordance with the laws and shall not approve any unbiased manner on termination of employment.
8. Human Rights: The AOT Supplier shall respect the human rights and treat its employee in accordance with applicable laws and standards, and shall not allow any form of harassment both physically and verbally as well as intimidation and mental infringement.
9. Foreign or Migrant Workers: The AOT Supplier shall fully comply with the labor and immigration laws in case of foreign or migrant workers employment. The basic

terms of employment must be provided to workers in their native or understandable language prior to the employment process. Passports and personal identification must remain in the worker's possession at all times and never to be withheld by employer or any third party.

10. Social Responsibility: The AOT Supplier shall promote and demonstrate its cooperation in fostering social development and responsibility.

Environment - Environment and Pollution Management

1. Environmental Management: The AOT Supplier shall develop and implement effective environmental management in accordance with applicable standards, regulations, and good practices throughout the production and service processes; in order to optimize resources efficiency, minimize environmental impact, and cause no nuisances to the surrounding communities.
2. Environmental Impact Protection and Mitigation Measures: The AOT Supplier shall implement pollution mitigation and control measures including but not limited to waste management and pollution, solid waste, wastewater, noise, air pollution, greenhouse gases, energy consumption, resource efficiency, biodiversity, no deforestation, and land conservation. The aforementioned pollutions shall be controlled or treated in compliance with the laws and international standards before being released into the environment.

AOT expects the AOT Supplier to integrate all requirements in this AOT Supplier Sustainable Code of Conduct, encompassing Good Corporate Governance, Employment and Respect of Human Rights and Environment and Pollution Management, in its operation. AOT also encourages the AOT Supplier to adopt similar standards in its own Supplier Sustainable Code of Conduct as deemed appropriate.

I acknowledge and understand the AOT Supplier Sustainable Code of Conduct and shall strictly comply with its requirements in operating businesses involved with my organization. Meanwhile, I shall keep all of my employees informed about the aforementioned codes of conduct as well as ensure systematic collection of evidence regarding complied actions, and will submit such evidence to AOT upon request.

Signature Acknowledgement and Company Stamp

Company Name :

Address :
.....
.....
.....

Print Name :

Position :

Signature :

Date :

(Please complete this form and submit to AOT alongside with TOR)