

Supplier Code of Conduct

The SCGJWD Group adheres to the business operation with responsibility, honesty, transparency, fairness and verifiability according the Good Governance Principle, with consideration of the economic, social and environmental impact on both internal and external organizations' stakeholders in relation to the sustainable development. The Company treats its suppliers with fairness and honesty by respecting the condition agreed upon by both parties. Besides, the Company identifies Supplier Code of Conduct for its supplies to employ as the operational guideline in accordance with the laws and ethics of the SCGJWD Group and those of international standards.

The SCGJWD Group places emphasis and support its suppliers in operating their businesses with transparency in consideration of the human rights, the fair treating of labor, the compliance of the Occupational Health, Safety and Environment - including the monitoring of the operation to be strictly aligned with this code of conduct.

Guidelines

1. The Business Operation in accordance with the Law and Regulation

The Company strictly emphasizes on the compliance with the directly and indirectly related law and regulation with honesty, ethics, transparency and verifiability. The Company shall not operate any action that may be considered corruption in every form, but shall act to acquire quality products and services with optimum benefit to the Company and with fairness to its stakeholders of every party by identifying the following operation:

1.1 Mutual confidentiality protection

The Company's business partners are requested to apply the received information as a result of the service to the Company with caution and in accordance with the specific objective for particular services by collecting the information in relation to the designated condition. In addition, business partners are obliged to employ the information security guideline no disclosure nor application of the Company's information illegally together with arranging the access denial for those unrelated to the Company's

service provision, the protection of the information leakage and the usage of the information as opposed to the related law, regulation and mandatory.

- 1.2 The Company's business partners are requested to refrain from any action that may create benefit contradiction and/or conflict of interest.
- 1.3 The Company's business partners are requested to respect the intellectual property with no misapplication nor employment of the Company and others illegally and with obligation to prevent any intellectual property violation. The application of others' intellectual property must be conducted with permission. In addition, the appropriate prevention measure must be identified to prevent the disclosure and the application of the intellectual property prior to being given permission.
- 1.4 The Company's business partners are requested to participate in social development with social responsibility.
- 1.5 The Company's business partners are requested to comply with the related law and regulation.
- 1.6 The Company's business partners are requested to reveal any conflict of interest that may occur and to properly manage the matter certifying that the individual with significantly related benefits has no participation in the decision-making of the particular topic.
- 1.7 The Company's business partners are requested to refrain from asking for any other benefit whether it be cash, gifts or any other compensation or reception for ones' own and families' benefits as well as involved people; including the creation of the relationship and channel, or giving opportunities for improper business benefits that may lead to corruption and conflict of interest.
- 1.8 The Company's business partners are requested to abstain from creating unfair competitive advantages, to oppose the monopoly and to avoid any trade discrimination.
- 1.9 The Company's business partners are requested to refrain from obstruct or cooperate with others to hamper any action that may generate unfair trading competitions.

- 1.10 The Company's business partners are requested to manage ethical issues with efficiency and transparency.
- 1.11 The Company's business partners are requested to respect others' intellectual property with no violation of any intellectual property.
- 1.12 Regarding gift presentation or reception, the Company's business partners are requested to abstain from giving gifts, gratuity, bribery, fees, services, discounts, special privileges or any other benefits as well as reception to SCGJWD Group's executives that may be interpreted as improper and unfair benefits for particular suppliers. Besides, they are requested to refrain from presenting gifts or any other form of compensation including reception to SCGJWD Group's executives and employees - including other people performing duties on behalf of the SCGJWD Group in every festival and opportunity.
- 1.13 As for the anti-corruption, the Company's business partners are requested to abstain from performing any action that may be in the scope of or may be at risk for actions against the law regarding corruption.

2. The Code of Conduct, Ethics and the Compliance of the Law

- 2.1 The Company's business partners are requested to strictly conduct their businesses with morality, ethics and in compliance with the law.
- 2.2 The Company's business partners are requested to conduct their businesses without bribery in every form.
- 2.3 The Company's business partners are requested to operate their businesses with fair competition.
- 2.4 The Company's business partners are requested to process business accounting correctly and completely.
- 2.5 The Company's business partners are requested to protect the customer's confidentiality.

3. The Human Rights and Labor

The Company supports and respects the human rights' principle domestically and internationally, including the inspection of its operation to be involved with the human rights violation with the acceptance of the practice beneficial to the world society such as the United Nations' human rights. In this regard, the Company identifies that:

- 3.1 The Company's business partners are expected to respect the human rights, with consideration of human dignity regardless of differences of race, nationality, religion, skin color, gender, age, education, disability, civil rights, sexual orientation or any other topic; and to treat their employees with fairness according to the international standard and the law.
- 3.2 The Company's business partners are requested to abstain from forced labor against their employees.
- 3.3 The Company's business partners are requested to abstain from hiring child labor, pregnant women and foreign workers. In this regard, the hiring must be conducted in accordance with that specified by the labor law.
- 3.4 The Company's business partners are requested to pay their employees the wage, overtime payment, the wage for holiday work and other benefits the employees are expected to receive correctly with fairness - not lower than the rate specified by the law and on time.
- 3.5 The Company's business partners are requested to employ the policy of the freedom for association and the freedom of group negotiation according to the labor law.
- 3.6 The Company's business partners are requested to refrain from allowing their employees work beyond the duration specified by the law. In this regard, should it be necessary to work overtime, the work must be performed voluntarily - with holidays and leaves not fewer than that specified by the labor law.
- 3.7 The Company's business partners are requested to abstain from actions or supporting forced labor together with labor violation or threatening in every form.
- 3.8 The Company's business partners are requested to employ clear employment standards in accordance with the law and regulation.

3.9 The Company's business partners are requested to organize training sessions regarding the knowledge and awareness of the Occupational Health, Safety and Environment as well as other social issues to promote social and community responsibility among their employees, customers, trading/ business partners and stakeholders.

4. The Occupational Health, Safety and Environment

The Company consistently places emphasis on the operation considering the standard for quality, safety and occupational health management - with determination and revision of the policy for the quality, safety and occupational health as well as good practices for sustainable development by identifying that its trading partners conduct the operation as follows:

4.1 The trading partner is requested to employ the clear policy of environmental responsibility in compliance with the related law, regulation, mandatory and environmental standard - with commitment in efficient resource usage in addition to economical and appropriate energy consumption.

4.2 The trading partner is requested to prepare working environment with the involved procurement in accordance with the Act related to occupational health, law and mandatory for the safety and hygiene of their employees besides providing adequate and appropriate personal protection equipment for their employees.

4.3 The trading partner is requested to prepare for emergency situations by employing the situation assessment, measure for impact management, warning plan as well as providing training sessions for their employees constantly and properly.

4.4 The trading partner is requested to strictly abide by the law regarding Occupational Health, Safety and Environment.

4.5 The trading partner must be ascertained that there are proper and safe systems for waste elimination and management in addition to air, land pollution and drain water management in the production process - by providing the consistent supervision, quality control and examination to ensure that the waste and product released to the environment cause no pollution in both short and long terms.

4.6 The trading partner is requested to provide adequate and ready-to-use personal protection equipment for its employees in accordance with the risk together with ensuring that its employees apply the equipment to their operation properly.

4.7 The trading partner is requested to conduct environmentally-friendly businesses with consideration of environmental impact, in addition to the prevention of possible pollution and the reduction of resource consumption.

4.8 The trading partner is requested to participate in the environment conservation by efficiently utilizing natural resources, in cooperation with the Company to promote sustainable development in terms of environment.

5. The Environment and the Response to the Climate Change

The Company supports its business partners to be in consideration of environmental impact, environmental conservation and adjustment in relation to climate change - including sustainable natural resource, energy and water consumption through the operation with ecology efficiency and circular economy. The Company also promotes the reduction of air pollution release as well as non-hazardous and hazardous waste generation, the conservation of biodiversity and ecology with the commitment to create the net positive impact in terms of nature to cover its direct and indirect business partners and service providers. Moreover, the Company operates activities in relation to 4R principle: Reduce, Reuse and Recycle in addition to Replenish.

5.1 The Company cooperates with involved parties in the monitoring, the improvement, the information presentation and the disclosure of greenhouse gas release and environment according to the SCGJWD organization and its stakeholders.

5.2 The Company promotes and supports the policy, the goal, the plan or the activity creating the participation in environmentally-friendly business operations in consideration of the environmental impact, the adjustment to the climate change. The Company also strengthens the sustainable consumption of natural resources, energy and water, the reduction of air pollution release as well as non-hazardous and hazardous waste generation, the conservation of biodiversity and ecology. Moreover, it enhances the

participation in the minimization of environmental impact, resources and greenhouse gas release.

5.3 The Company organizes training sessions to enhance the knowledge and awareness regarding environment and climate management for its employees, customers, trading/ business partners and stakeholders.

6. The Report of Complaint and Whistleblowing

As for any complaint and whistleblowing; in case it is found that SCGJWD personnel or any person performing duties on behalf of SCGJWD and its business partners abstains from complying with SCGJWD Code of Conduct or is in trouble, being damaged as a result of any corruption, no compliance with the law, regulation and mandatory, please send messages regarding the particular matter to the channel specified in the Whistleblowing Policy. For more information, please visit <https://www.scgjwd.com/sustainability/corporate-governance>. SCGJWD will maintain confidentiality of the person making complaints or the whistleblower, and will consequently act in relation to the regulation.