

Contract No. \_\_\_\_\_

## **Sustainable Code of Conduct of AOT Supplier**

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 to as 'AOT Supplier', has acknowledged the Sustainable Code of Conduct of the AOT Supplier with the following details.

AOT is committed to operating its business with sustainable practices consistent to the Sustainable Code of Conduct of the AOT Supplier, where the scope of requirements and responsibilities shall be in accordance with the related laws based on the progress of three major areas including, economics, society and environment. The code of conduct is adopted to support the AOT Supplier to commit to working with transparency and accountability, with regard to human rights, occupational health and possible impact caused to the community and its surrounding environment.

### **Economics**

#### **Good Corporate Governance**

1. *Compliance of Regulatory Requirements and Transparency:* The AOT Supplier shall strictly operate the business in accordance with the law enforced in the Kingdom of Thailand, regulatory requirements of AOT and code of business ethics without dealing with corruption or illegal action.
2. *Confidentiality:* The AOT Supplier shall protect all AOT's confidential information, promise not to disclose any AOT's confidential information or use any AOT's confidential information for illegal purposes aiming for 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 may lead to the conflict of interests.
4. *Free Trade Agreement and Law:* The AOT Supplier shall strictly operate the business based on the free trade agreement and the free trade law and shall not proceed with any illegal or undesirable action that directly or indirectly causes a negative effect to other business competitors.

### **Society**

#### **Employment and Respect of Human Rights**

1. *Occupational Health and Safety:* The AOT Supplier shall regularly pay close attention to labor protection, occupational health and safety in accordance with the laws and international standards.
2. *Freedom of Employment:* The AOT Supplier will not employ anyone of its labor to work in a forceful or unwilling manner. The labor is liberally allowed to have an opportunity to negotiate on unbiased employment under the Thai laws.

3. *Child Labor*: The AOT Supplier will not get involved in the employment of child labor whose age is below the employment standard and will not allow anyone whose age is below 18 to work on the night shift or get involved in hazardous operations.
4. *Working Period*: The AOT Supplier shall not allow excessive working hours with regard to the employment law, where working overtime and on holidays shall also be considered in this extent.
5. *Fair Treatment*: The AOT Supplier shall treat all of its employees fairly and appropriately without unbiased practices on payment, training, promotion, termination of employment or lay-off due to discrimination of sex, nationality, ethnicity, race, religion, age, marital status, pregnancy or disability.
6. *Termination of Employment*: The AOT Supplier shall accurately proceed with the termination of employment in accordance with the law and will not approve any termination of employment in an unbiased manner.
7. *Humanity*: The AOT Supplier shall fully respect the human rights of all labors and will not get involved in any harassment or intimidation as well as physical, verbal or mental infringement.
8. *Social Responsibility*: The AOT Supplier shall promote its cooperation in fostering social development and responsibility on a regular basis.

## **Environment**

### **Environmental and Pollution Management**

1. *Environmental Management*: The AOT Supplier shall develop effective environmental management for all production and/or service processes.
2. *Pollution Management*: The AOT Supplier shall effectively identify, clarify, manage and control all types of pollutions caused by wastewater, noise and greenhouse gas. The aforementioned pollutions shall be treated efficiently before being released back into the environment in accordance with the laws and international standards.

I have thoroughly read and understood the Sustainable Code of Conduct of the AOT Supplier 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 and submit all informational feedbacks to AOT accordingly.

Name \_\_\_\_\_ AOT Supplier

( \_\_\_\_\_ )

(company stamp)