HARN ENGINEERING SOLUTIONS PUBLIC COMPANY LIMITED

SUPPLIER CODE OF CONDUCT

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Harn Engineering Solutions Public Company Limited has established policies and objectives to treat suppliers equitably and with due regard to mutual benefits. Accordingly, the Company has developed the "Supplier Code of Conduct", covering human rights, labour, environmental protection, anti-corruption, compliance with standards, occupational health and safety, environmental friendliness, product safety and quality, and traceability. The Company engages with suppliers on the basis of fair competition, equality, and mutual respect, and conducts business sustainably in accordance with this Supplier Code of Conduct.

1. Supplier Ethics

1.1 Conduct business with honesty, integrity, and transparency, and strictly adhere to the Company's policies, regulations, rules, ethical standards, code of conduct, and organizational values.

1.2 Product Safety and Quality: Suppliers shall provide products that are of high quality, safe, and environmentally friendly, and shall disclose accurate information regarding any risk of contamination during the course of transactions. Product quality shall comply with applicable standards and laws of each country in which the Company operates.

1.3 Anti-Corruption: Suppliers shall comply with all applicable laws and regulations and shall not offer, promise, or provide bribes, gifts, rewards, or any undue benefits to government authorities, customers, or any other parties to obtain business advantage. Appropriate communication channels shall be established to enable whistleblowing of suspected misconduct, with assurance of protection for whistleblowers.

1.4 Traceability: Suppliers shall maintain systems for product identification and traceability, including batch numbers of materials and raw materials, and shall be ready to provide such information to the Company, including the origin or source of components used, for identification and traceability purposes.

1.5 Compliance with Environmental Laws and Standards: Suppliers shall comply with applicable national and local environmental laws and regulations and support environmentally responsible practices.

2. Child Labour and Human Rights Practices

2.1 Child Labour, Forced Labour, and Exploitation: Suppliers shall fully comply with labour laws and international labour standards and shall not engage in or support any activities that violate human rights. Suppliers shall not employ children under 15 years of age and shall ensure that workers are not assigned to work in environments hazardous to their health. Communication channels shall be provided to enable employees to lodge complaints with the Company, and such complaints shall be handled fairly.

2.2 Employment, Wages, and Benefits: Suppliers shall pay regular wages and overtime in accordance with applicable laws, and normal working hours shall not exceed legal limits. Workers shall be enrolled in social security schemes or other requirements specified by the Company. Where migrant labour is employed, employment contracts shall comply with applicable laws, and all terms and conditions shall be provided in a language understood by the workers.

3. Safety and Occupational Health

Workplace Safety and Environment: Suppliers shall conduct business in compliance with applicable laws and policies relating to safety, occupational health, and the working environment, with due regard to safe and hygienic working conditions. Suppliers shall establish systems, rules, procedures, and work instructions, and provide appropriate tools and personal protective equipment to employees to prevent work-related accidents. Suppliers shall maintain preparedness for emergency situations by establishing, practicing, and continuously improving emergency response plans, and ensuring access to emergency medical care.

4. Environment

Environmental Management: Suppliers shall operate with due care for the environment and comply with applicable environmental laws. They shall manage water resources and waste efficiently and shall not discharge chemicals or other hazardous substances that may cause adverse impacts to surrounding communities. Hazardous materials and waste shall be handled in accordance with legal requirements. Suppliers shall use resources efficiently and implement mitigation, remediation, and preventive measures to minimize and sustainably manage impacts on natural resources and the environment.