



# Supplier Code of Conduct

# Bangchak Corporation Public Company Limited



## Vision



To be the Leading Asian Greenovative Group, founded on Good Corporate Governance, through Inclusiveness and Sustainability

## Mission

BCP commits in bringing Disruptive and Inclusive Greenovation to Delight our customers, being a trusted partner and Value Creator for all Stakeholders, and promoting Sustainable Development to Society.

We emphasize Inclusive and Sustainable business, pursue Domestic and Overseas expansion, embrace Good Corporate Governance principles, and nurture a High-performance, Learning culture and Happy workplace.

## Core Values

I

Innovation

ร่วมสร้างสรรค์สิ่งใหม่

AM

Agility & Mobility

พร้อมใจเปลี่ยนแปลง

B

Beyond  
Expectation

แสวงหาความเป็นเลิศ

C

Continuous  
Development

ก่อเกิดการพัฒนา

P

Pursuit of  
Sustainability

นำพาสู่ความยั่งยืน



## วัฒนธรรมองค์กร

Business Culture

# พัฒนานวัตกรรมธุรกิจอย่างยั่งยืนไปกับสิ่งแวดล้อมและสังคม

Develop sustainable innovative business in harmony with environment and society

## วัฒนธรรมพนักงาน

Employee Culture

# เป็นคนดี มีความรู้ เป็นประโยชน์ต่อผู้อื่น

To be virtuous, knowledgeable, and contributive to others





# Message from the President

The Bangchak Corporation Public Company Limited (BCP) has adhered to **“sustainable business development in harmony with the environment and society”** from the very first day, in addition to upholding employee culture-to be virtuous, knowledgeable and contributive to others. BCP has thrived on these core principles.

Being one of the stakeholders in part taking of our success, BCP strongly encourage our suppliers to conduct sustainable business model in line with the Company’s philosophy and operations. We, therefore, provides our suppliers with the **“Supplier Code of Conduct for Sustainable Business Development”**, guidelines on Environment, Social and Governance aspects (ESG).

BCP is looking for full cooperation from our suppliers to this code of conduct paving the way to achieve sustainable business growth together.



นายชัยวัฒน์ โควาวิสารัช  
กรรมการผู้จัดการใหญ่  
บริษัท บางจาก คอร์ปอเรชั่น จำกัด (มหาชน)

Mr.Chaiwat Kovavisarath  
President

Bangchak Corporation Public Company Limited

# Preface



There are many terms that refer to sustainable development, for instance, Corporate Social Responsibility and Corporate Citizenship, but the goals and concerns remain the same. It aims to establish businesses that thrive continuously (economic), benefit society (social), and minimizes adverse effects on the environment (environmental).

Operating business in harmony with environment (E), society (S) and governance (G) have been the main principles BPC adhere to for 30 years. The ESG are internationally accepted as ways towards achieving sustainable development. A concrete example is ISO 26000, the guideline for Corporate Social Responsibility known as CSR. BCP has adapted this guideline to enhance our operation in creating more values to our stakeholders both inside and outside the BCP. Such operations have five aspects as follows:

1. Business Ethics
2. Labor Practice and Human Rights
3. Safety and Occupational Health
4. Environment
5. Social Development Participation



BCP believes that business operations that take into consideration these responsibilities to stakeholders, as expanded in the “Supplier Code of Conduct for Sustainable Business Development” will help suppliers grow and be more sustainable.



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# Business Ethics

# 1

## 1.1 Good governance

Our suppliers have to comply with the rules and regulations relating to business Conduct, adhering to accountability, transparency and auditability under the principles of good governance to their stakeholders.

## 1.2 Fair operating practice

Our suppliers are committed to the fair treatment and responsibility for their Stakeholders in addition to operating business under fair competition rules.





# Business Ethics

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## 1.3 Information disclosure

Our suppliers shall neither disclose nor execute BCP information without prior Approval from BCP or interfere with others' confidential information.

## 1.4 Intellectual property

Our suppliers shall respect and not violate others' intellectual property and set measures to prevent such violation.

Business Ethics



# Business Ethics

## 1.5 Conflict of interest

BCP upholds business ethics and is aware that without ethics a sustainable business Cannot be realized. Suppliers, as a result, are expected to follow the same principle – by refraining from all conduct that causes a conflict of interest between our partners and BCP personnel.

## 1.6 Intellectual property

Our suppliers shall not encourage misconduct and corruption by enforcing anti-corruption measures while promoting internal control and internal audit. In addition, our suppliers have to cooperate with BCP in suppressing misconduct and corruption and participating in the declaration of the Thai private sector opposing Any kind of misconduct and corruption.



# Labor Practice and Human Rights

## 2.1 Labor Law Compliance

Our suppliers have to completely comply with labor laws and human rights.

## 2.2 Equitable Treatment

All employees have to be treated equally and fairly. The violation of human rights and discrimination upon race, nationality, religion, gender, age, education, disability, or any prejudice is not allowed.

# 2



# Labor Practice and Human Rights

# 2

## 2.3 Labor Protection

Our suppliers, as employers, have to protect their employees with their responsibilities as stated in related laws. The supplier's employees must be at least 15 years old. In case of members of the workforce aged between 15 and 18, if unavoidable, have to be protected, including their wages and other benefits and rights in accordance with labor laws.

## 2.4 Labor Force

Our suppliers shall not force their labors in any form either physical punishment, threat, imprisonment, human trafficking or violence.



# Labor Practice and Human Rights

## 2

### 2.5 Wages, Fringe Benefits and Working hours

Our suppliers shall strictly follow related laws about wages, overtime fees, remunerations, working hours and welfare according to laws on time and also equal pay for equal work. In addition, suppliers must not force employees to work overtime longer than specified by laws. If necessary, this must be voluntary.

### 2.6 Termination of Employment

In case of employment termination, our suppliers have to follow related legislation with fairness.



# Safety and Occupational Health

## 3.1 Safety and Workplace Environment

Our suppliers shall strictly follow laws which were related to safety and occupational health providing a healthy and safe work environment to reduce and control the affect from injuries / illness / incidents and emergency cases. In addition, suppliers should be encouraged their employees to raise safety concerns without fear of retaliation.

## 3.2 Personal Protective Equipment (PPE)

Our suppliers shall provide their employees with suitable and sufficient personal protective equipment.

# 3





# Safety and Occupational Health

## 3.3 Emergency Response Preparedness

Our suppliers shall identify and evaluate any emergency situations including prepare emergency plan and responsiveness procedures and continuously provide training with their employees to ensure that they understand, take appropriate actions and safely when emergency occurs.

# 3



# Environment

Our suppliers have to comply with environmental laws and regulations including waste and pollution management.

Our suppliers have to optimize their resource uses based on the 3Rs principle; Reduce, Reuse and Recycle.

Our suppliers should consider environmentally-friendly products or services and Be aware of any adverse environmental impacts from their operations.

# 4



# Social Development Participation

Our suppliers should conduct business that takes into the consideration community and societal concerns and the effects business operations may cause to surrounding community and participating in the improvement of their quality of life.

# 5



## Contact Information

For more information or suggestion, please contact

- Corporate Sustainability Development and Standards  
Bangchak Corporation Public Company Limited  
E-mail: [nintira@bangchak.co.th](mailto:nintira@bangchak.co.th), Phone +66 2335 4383

