



Document	Business Partner Ethics Policy
Document No.	PROUD/LC/POLICY003
Effective Date	1 January 2021

Business Partner Ethics Policy

Proud Real Estate Public Company Limited and its subsidiaries (the “Company”) are committed to building strong and sustainable relationships with business partners and promoting mutual success. The Company believes that business success depends on close collaboration and open communication. Business partners therefore play a significant role in supporting the Company's operations. This Business Partner Ethics Policy sets out the standards and expectations for business partners to promote a working environment founded on integrity and transparency and to enable the Company, its business partners, and all parties involved to achieve sustainable growth together.

Purpose

The purpose of this Business Partner Ethics Policy is to establish standards and guidelines for conducting business with integrity in order to build strong and sustainable relationships between the Company and its business partners. It aims to promote ethical business practices, strengthen long-term collaboration, demonstrate responsibility towards society and the environment, support compliance with applicable laws and regulations, and promote the development of innovation between the Company and its business partners. This will contribute to the development of products and services of a higher standard.

Guidelines

1. Business Ethics

The Company is committed to conducting business in accordance with ethical principles, integrity, and fairness towards all stakeholders. Business partners shall comply with applicable laws, rules, and government regulations. They shall not engage in any form of fraud or corruption.

1.1 Fair Business Practices

Business partners shall conduct business with transparency and disclose information as required by law in an accurate and complete manner. They shall be prepared for verification by the Company or authorised authorities.

1.2 Fair Competition

Business partners shall compete fairly and shall not seek confidential information from competitors by improper means. They shall not engage in unfair trade practices that may affect competition. Fair competition contributes to a fair and healthy competitive environment within the industry.

Document	Business Partner Ethics Policy
Document No.	PROUD/LC/POLICY003
Effective Date	1 January 2021

1.3 Anti-Bribery and Anti-Corruption

The Company does not tolerate any form of bribery or corruption. Business partners shall not offer, promise, provide, request, or accept money, assets, or any other benefit to induce improper conduct. Any hospitality or gifts shall comply with applicable laws and the Anti-Corruption Act B.E. 2542 (1999).

1.4 Conflicts of Interest

Business partners shall avoid conflicts of interest arising from relationships with the Company's directors, executives, or employees. Any conflict of interest shall be disclosed to the Company so that the Company can consider and determine appropriate actions to ensure transparent and fair business operations.

1.5 Protection of Confidential Information and Personal Data

Business partners shall give importance to the protection of confidential information and personal data by complying with the Personal Data Protection Act B.E. 2562 (2019). They shall not disclose or use personal data for purposes other than those for which the data were collected.

1.6 Protection of Intellectual Property

Business partners shall comply with applicable laws and standards relating to intellectual property. They shall not disclose, reproduce, or use the Company's intellectual property without prior authorisation. Intellectual property includes patents, trademarks, copyrights, trade secrets, and other intellectual property rights that support innovation and creativity.

1.7 Insider Trading

Business partners shall enter into a written agreement to maintain the confidentiality of inside information. They shall continue to protect such information even after the business relationship with the Company has ended. This will help prevent the unauthorised disclosure of information that may affect the Company and its business partners.

2. Labour and Human Rights

2.1 Compliance with Labour Laws and Human Rights Principles

Business partners shall conduct their business without the use of forced labour or child labour in any form, particularly in activities carried out on the Company's premises. Business partners shall also comply with the Labour Protection Act B.E. 2541 (1998) and other applicable laws to ensure fair employment practices and respect for human rights.

Document	Business Partner Ethics Policy
Document No.	PROUD/LC/POLICY003
Effective Date	1 January 2021

2.2 Equal Treatment

Business partners shall promote respect for human rights by treating employees fairly regardless of nationality, gender, age, marital status, religion, or disability. They shall provide a working environment that supports equal opportunities for development and advancement and promotes positive working relationships among employees.

2.3 Working Environment

Business partners shall provide a safe and healthy working environment. They shall implement measures to prevent workplace accidents and occupational illnesses and shall provide welfare and working conditions in accordance with applicable laws. Business partners shall also establish welfare arrangements and benefits required by law.

2.4 Use of Security Personnel

Business partners shall promote awareness of human rights among security personnel. They shall provide appropriate training to ensure that security duties are carried out without infringing upon the rights of employees or visitors.

2.5 Freedom of Association

Business partners shall respect the rights of employees to participate in or establish labour organisations. They shall support employees' rights to express their opinions and work together to create a fair working environment.

2.6 Employment of Migrant Workers

Business partners shall comply strictly with labour laws and immigration laws. They shall not employ migrant workers illegally. Business partners shall verify the employment status of migrant workers to ensure that employment complies with applicable laws. They shall also establish measures to protect and supervise migrant workers to ensure fair treatment, legal rights, and safe and fair working conditions in accordance with the law.

3. Occupational Health and Safety

3.1 Safety Management

Business partners shall provide a safe working environment by implementing clear measures to prevent accidents and reduce workplace risks. They shall conduct regular workplace inspections to ensure compliance with established safety measures and provide appropriate personal protective

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Effective Date	1 January 2021

equipment (PPE) for employees.

3.2 Emergency Response Plan

Business partners shall establish an effective emergency response plan and accident response procedures. They shall define the roles and responsibilities of personnel responsible for emergency management to ensure a prompt and effective response. They shall also conduct regular emergency drills to assess preparedness and the suitability of the response procedures.

3.3 Training

Business partners shall provide employees with regular training on occupational health and safety and safe working practices. The training shall cover accident prevention, the proper use of personal protective equipment, and emergency response procedures. Business partners shall also evaluate the training results to promote a strong safety culture within the organisation.

3.4 Inspection and Monitoring

Business partners shall inspect and monitor their occupational health and safety operations to ensure that the workplace is safe and hygienic. They shall record inspection results and any corrective actions taken to ensure continuous improvement and effective risk management.

3.5 Risk Reporting

If any matter is identified as a risk that may cause damage, business partners shall report it to the Company immediately, together with clear preventive and corrective measures, so that the Company can participate in reducing the risk and preventing impacts that may arise from such event or operation.

4. Environmental Responsibility

4.1 Compliance with Environmental Laws

Business partners shall strictly comply with applicable environmental laws, regulations, and standards. They shall ensure that all production processes and operations comply with legal requirements, such as the Enhancement and Conservation of National Environmental Quality Act B.E. 2535 (1992) and other applicable laws, in order to minimise environmental impacts.

4.2 Impact Prevention Measures

Business partners shall implement measures to prevent and mitigate environmental impacts throughout the product life cycle, from design and production to use and disposal. They shall analyse and assess environmental risks that may arise at each stage, develop appropriate preventive

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Document No.	PROUD/LC/POLICY003
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measures, promote the efficient use of natural resources, and manage waste effectively.

4.3 Hazardous Chemical Management

Business partners shall avoid the use of hazardous chemicals or substances prohibited by law in order to prevent adverse effects on the health of employees and communities. They shall also minimise environmental impacts. Where the use of hazardous chemicals is unavoidable, appropriate control measures shall be implemented and employees shall receive training on their safe handling.

4.4 Environmental Awareness

Business partners shall promote environmental responsibility among employees and subcontractors. They shall raise environmental awareness through training and communication and encourage employees to participate in activities relating to environmental protection.

4.5 Monitoring

Business partners shall establish an effective system to monitor environmental risks. They shall prepare transparent reports on relevant information so that the Company and stakeholders can review their operations. They shall also take corrective action without delay if any environmental impact occurs.

5. Community and Society

5.1 Community Engagement

Business partners shall respect the rights and opinions of communities in the areas where the Company operates. They shall communicate with and encourage community participation in a transparent manner. Business partners shall establish appropriate channels to receive comments and suggestions from communities so that the Company's operations respond appropriately to community needs.

5.2 Support for Community Development

Business partners shall support activities that contribute to community wellbeing by working with local organisations to carry out beneficial initiatives, such as community development projects, environmental conservation, and the promotion of health and education. Business partners shall also encourage employees to participate in community development activities in order to foster a sense of volunteerism and shared social responsibility.

6. Business Continuity

Document	Business Partner Ethics Policy
Document No.	PROUD/LC/POLICY003
Effective Date	1 January 2021

6.1 Risk Assessment

Business partners shall assess risks that may affect their business operations, particularly risks associated with changes in the supply chain. They shall establish appropriate risk management measures to minimise potential impacts, such as changes in laws, economic conditions, and social conditions.

6.2 Emergency Reporting

Business partners shall promptly notify the Company of any emergency that may affect their business operations, such as accidents, natural disasters, or any event that prevents or may prevent business operations. The notification shall include appropriate mitigation measures so that the Company can work with the business partner to minimise the impacts and restore normal operations as quickly as possible.

7. Supply Chain Collaboration

7.1 Promoting Ethical Standards

Business partners shall support and encourage their suppliers or subcontractors to comply strictly with the principles set out in this Business Partner Ethics Policy. They shall promote awareness of, and communicate, these ethical standards to ensure that business operations throughout the supply chain are conducted ethically and sustainably.

Whistleblowing and Complaint Channels

Business partners or stakeholders may report information or submit complaints relating to violations of ethics through the following channels:

- Email: cg@proudrealestate.co.th
- By post: Audit Committee, Proud Real Estate Public Company Limited
548 One City Centre Building, 19th Floor, Units 1902–1903, Ploenchit Road,
Lumphini Sub-district, Pathum Wan District, Bangkok

Monitoring and Policy Review

The Company shall regularly review and improve this Business Partner Ethics Policy by taking into account suggestions and feedback from business partners, employees, and stakeholders, as well as changes in market conditions, applicable laws, and relevant regulations, to ensure that the Company's business operations



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not only meet customers' expectations but also create positive impacts on society and the environment in a sustainable manner.

Issued on 1 January 2021

A handwritten signature in blue ink, appearing to read "Pumipat", is positioned above a horizontal line.

(Mr. Pumipat Sinacharoen)

Chief Executive Officer

Proud Real Estate Public Company Limited



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Document No. PROUD/LC/POLICY003
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Acknowledgement of the Business Partner Ethics Policy

Company

Address

Signature _____

Name _____

Position _____

Date _____

Company Seal (if any)