1. Principle

Southland Rubber Group is a processor of high-quality natural rubber. We are committed to maintaining the value and prosperity of which we have built together with strengthening our presence and capability to compete in the world market. We expect our suppliers who are a foundational element of the supply chain to adhere to the company’s Supplier Code of Conduct when operating their businesses as well as encouraging their suppliers across the supply chain to comply with this Supplier Code of Conduct. All suppliers are required to read this Supplier Code of Conduct for creating mutual understanding and demonstrate genuine commitment to the implementation of this Supplier Code of Conduct.

2. Objective

This Supplier Code of Conduct has been established as the guidelines for risk management with respect to ethical business conduct of our suppliers across the supply chain.

3. Scope

The Supplier Code of Conduct applies to all suppliers of Southland Rubber Group

4. Guidelines

4.1 Economic Aspect

- **Anti-competitive and monopoly practices**
  
  Ensure full compliance with prevailing anti-trust laws, understand and conform to all requirement, and prohibit all inappropriate anti-competitive behaviors.

- **Anti- money laundering**
  
  Ensure transparency in business conduct and that all business conduct and trade agreements are accurately recorded.

- **Information security**
  
  Ensure the security of information by formulating internal rules and regulations for information security to prevent the breach of personal information and protect confidential information.

- **Conflicts of Interest**
  
  Prohibit conflict of interest and trading of internal information

- **Intellectual Property**
Prohibit Intellectual property infringement and promote intellectual property protection

- **Ethics**
  - Conform to rules, regulations, and laws, including social norms of the country or region where the business operates.
  - Refuse all forms of bribery (gifts, monetary support, and any other forms of benefits considered corruption and violating against laws)

- **Traceability**
  Support raw materials suppliers and cooperate with them in tracing natural rubber to the point of origin as much as possible.

### 4.2 Social Aspect

#### 4.2.1 Human Rights and Labor Practices

Respect and stringently comply with relevant rules, regulations, and national and international laws e.g.,

- **Minimum wages, working hours, and welfare**
  Minimum wages, working hours, overtime, and welfare must be fully in compliance with applicable laws.

- **Diversity, non-discrimination and, no harassment**
  Respect the rights of employees and stakeholders, ensure equitable treatment to all, and do not discriminate against anyone based on their race, skin color, ethnic and social origin, religion, disability, sexual orientation, political opinion, and any other qualities imposed by laws.

- **Fair treatment**
  Treat all employees in a respectful and equitable manner. Ensure transparency, honesty, and fairness in recruitment, compensation, and promotion.

- **Freedom of association and collective bargaining**
  Respect employees’ rights to freedom of association and collective bargaining.

- **Prevention of forced labors and human trafficking**
  The company prohibits all forms of forced labors such as prisoined labor, bonded labor, debt bondage, slave labor, including all forms of human trafficking.

- **Prevention of child labor**
  Prohibit the employment of young labors whose age has not reach the minimum requirement of employment law.

#### 4.2.1.1 Promote good-quality work life of employees and communicate this practice to relevant value chain partners.
4.2.1.2 Constantly follow up, monitor, and assess the risks in relation to human rights and labor practices and communicate whistleblowing opportunities to employees and stakeholders. Encourage them to report actions or behaviors of which violates against human rights and good labor practices. Ensure that all reported cases are resolved fairly.

4.2.2 Occupational Health & Safety Aspect
- Build and maintain good and working environment that supports the prevention of work-related injuries and illnesses
- Comply with laws, rules, and regulations concerning occupational health and safety
- Demonstrate the commitment to reducing the risks that may endanger employees, outsourced contractors, visitors, and all related persons
- Communicate, educate, and give advice regarding occupational health and safety to employees and stakeholders to create awareness and propel development.

4.3 Environmental Aspect
4.3.1 Conservation of Ecosystem and Biodiversity
- Conserve biodiversity and reduce impacts on climate change
  - Encourage suppliers to uphold the proper and legal use of land. The use of land must not violate against laws, land tenure rights, and ethics, or have adverse impacts on living beings.
  - Encourage suppliers to cultivate other plants and have livestock in their rubber plantation to maintain the balance of nature and expand their own food supplies.

4.3.2 No deforestation
- Conserve watershed forests and areas of high conservation value to sustain fertile ecosystem
  - Do not support suppliers in deforested or invaded conservation areas for the cultivation of rubber plantations
  - Do not support suppliers in cultivation of rubber plantations on peatlands
  - Do not support suppliers who used slash-and-burn method to prepare land for rubber cultivation

4.3.3 Sustainable material and Waste management
- Support the responsible utilization of resources for rubber cultivation and minimize impacts on natural environment and surrounding communities in the process of raw material acquisition.
  - Promote efficient use of water
  - Promote reduction of chemical use and proper management of chemicals
  - Promote sanitary disposal of waste generated
If any misconduct or non-compliance behaviors is found, the company shall proceed with proper corrective actions. The corrective actions include investigation of cause, preventative measures, and education and training for those who violate against this Supplier Code of Conduct. This Supplier Code of Conduct shall be reviewed regularly in order to collectively improve and develop sustainability practices across the supply chain.

Mr. Pherm Tirasarnvong
Managing Director
31 August 2020