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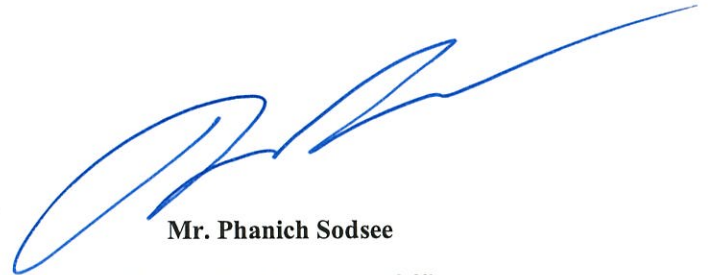
1. Message from Group Chief Executive Officer

To: All stakeholders

As Workpoint Entertainment Public Company Limited and its affiliated companies (hereinafter referred to as the “Company”) places great importance on conducting its business based on good governance, honesty, transparency, and fairness, under the principles of good corporate governance and sustainable business development guidelines throughout the supply chain, covering all three dimensions: the environment, society and governance. The Company’s main objective is to build a sustainable relationship with its partners and stakeholders, both internally and externally.

Therefore, the Company has established this Business Partner Code of Conduct with the intention of ensuring that all of the Company’s business partners and stakeholders are guided by ethical principles and guidelines under the applicable legal framework, as well as the principles of human rights, occupational health and safety, protecting the environment, society and communities, domestically and internationally.

On behalf of the Board of Directors and executives, we sincerely hope that this Code of Conduct will be comprehensively complied with by all related individuals and units.



Mr. Phanich Sodsee
Group Chief Executive Officer

2. Scope of Application

This Code of Conduct will be used as a guideline for overseeing the various business operations of the Company and its personnel, including its business partners and stakeholders who are involved in the Company's supply chain, based on the principles of good corporate governance and guidelines for sustainable business development, covering three dimensions: the environment, society and governance.

3. Definitions

The **Company**, refers to Workpoint Entertainment Public Company Limited and its affiliated companies.

Affiliated companies, refer to companies that possess one of the following characteristics:

- (a) A company over which Workpoint Entertainment Public Company Limited (hereinafter referred to as the “Company”) has control over its business operations.
- (b) A company in which the company mentioned under (a) has control over its business operations.
- (c) A company in which the company mentioned under (b) has control over its business operations in succession, starting with being under the control of the company mentioned under (b).
- (d) A company in which the Company or companies mentioned under (a) - (c) have the authority to be a part of its decision-making process regarding the company's financial and operating policies, but not to the level of having full control over such policies and is not considered a subsidiary or joint venture.

Controlling authority, refers to having a relationship that possesses one of the following characteristics:

- (a) Holding shares with voting rights in a company exceeding 50% of the total number of voting rights of that particular company;
- (b) Possessing the authority to control the majority of votes at the company's shareholders' meeting, whether directly or indirectly or for any other reasons.
- (c) Possessing the authority to control the appointment or removal of at least half of the company's directors, whether directly or indirectly.

Stakeholders, refers to shareholders, directors, executives, employees, creditors, customers, trading partners, competitors, communities and society.

Personnel, refers to the Company's directors, executives and employees.

Business partners, refers to product distributors, contractors, service providers, renters or hire purchasers, that deliver products or services to the Company.

4. Guidelines of the Business Partners' Code of Conduct for Sustainable Business Development

The guidelines of the Business Partners' Code of Conduct for Sustainable Business Development consist of the following 5 topics:

4.1 Business Ethics

4.1.1 Corporate governance

The Company's business partners must conduct their business on the basis of honesty, transparency, accuracy and fairness and strictly comply with the related laws and regulations. Moreover, they are expected to conduct their business in accordance with the principles of good corporate governance and not be engaged in any form of corrupt practices, whether directly or indirectly.

4.1.2 Maintaining confidentiality

The Company's partners must not disclose, disseminate or use the Company's and its related parties' confidential information without prior consent.

4.1.3 Intellectual property

The Company's partners must not infringe the intellectual property of others and have established measures to prevent such practices.

4.1.4 Conflicts of interest

The Company's partners must not be involved in any action that may result in conflicts of interest between the partners and the Company's personnel.

4.1.5 No Gift Policy

The Company has established a No Gift Policy of any kind, regardless of the value, which applies to every festivity and occasion. This is in order to be consistent with the Company's good corporate governance policy and create a standardized norm to ensure that the Company carries out its business in a transparent manner without expecting inappropriate benefits in return.

4.2 Labor Practice and Human Rights

4.2.1 Equality

The Company's partners must treat all of its employees in an equal and fair manner, by taking into account differences in gender, race, religion, national origin, education, disability and social status without discrimination.

appropriate and consistent with the related laws and regulations, which can lead to continuous development of their work efficiency.

4.4.2 Efficient use of resources

The Company's partners are expected to support the efficient use of resources by applying the 3Rs principles, which are Reduce, Reuse and Recycle. The Group's business partners should choose to use products and services that are environmentally friendly and apply caution when taking any actions that may affect the environment.

4.4.3 Waste, chemicals, and hazardous materials

The Company's partners are expected to manage, treat, release, or dispose of waste, chemicals, and hazardous materials generated from their business operations in accordance with applicable laws and regulations. In this regard, efficient inspections and control measures must be carried out without affecting their business operations, or creating an impact on the environment. Measures must also be established to reduce waste, chemicals, and hazardous materials to the environment, which should also include adopting good practices for the proper prevention, storage and disposal of hazardous materials.

4.5 Social Development Participation

4.5.1 The Company's partners should conduct their business operations with consideration to potential impacts on the communities, society and the environment.

4.5.2 The Company's partners should actively participate, support and promote the development of quality of life and create better living conditions for the community and society, including supporting and promoting public benefit activities of the community and society while also taking into account the appropriateness and benefits that the communities and society should receive in a sustainable manner.

5. Contact and Inquiries

Should you require additional information, or need to make suggestions, or file complaints regarding this Policy and the Business Partner's Code of Conduct, the Company can be contacted through the complaint channel on the website or following channels:

Address: 99 Moo 2, Bang Phun Sub-district, Mueang Pathum Thani District, Pathum Thani

Telephone: 02-833-2281, 02-833-2041

Email: purchase@workpoint.co.th

legal_wp@workpoint.co.th

