



Supplier Code of Conduct

Vibhavadi Medical Center Public Company Limited (“the Company”) operates its business in accordance with the principles of good corporate governance, considering all stakeholders and promoting the sustainable development of the supply chain. To demonstrate its commitment to conducting business sustainably, the Company has prepared and published this Supplier Code of Conduct. The aim is to provide all business partners of the Company with guidelines that emphasize conducting business ethically, complying with the law, and caring for the environment and society.

Guidelines

1. Human Rights and Labor

- Suppliers must treat workers in accordance with labor protection laws and other relevant laws, without using forced labor, confinement, physical abuse, human trafficking, or any form of abuse or violence. Additionally, they must not employ child labor as prescribed by law.
- Suppliers must have not employed illegal workers. If they employ foreign workers, they must obtain the necessary permits and comply with all regulations concerning the employment of foreign workers in accordance with the law.
- Suppliers must respect human rights and labor freedoms, without discrimination due to differences in race, nationality, gender, sexual orientation, age, skin color, religion, place of origin, marital status, physical condition, expression of different ideas, or social status
- Suppliers must pay wages, compensation, overtime, benefits, and welfare in accordance with the working hours of employees and workers in an appropriate, fair, and timely manner as required by law.

2. Environment Management

- Suppliers must manage the environment and waste, providing systematic environmental and waste prevention measures to reduce impacts on surrounding communities.
- Encourage suppliers to campaign for raising awareness of environmental conservation among employees and workers, and to refrain from any actions that will create negative impacts on the environment.

3. Occupational Health and Safety

- Suppliers must provide a good working environment and safe that complies with occupational health and safety principles for employees and workers. They must also provide necessary protective equipment and appropriate risk prevention measures to reduce the risk of accidents and potential health impacts.
- Suppliers must regularly provide occupational health and safety training for employees, including rehearsing emergency response plans in case of accidents or unusual incidents.

4. Business Ethics

- Suppliers must strictly comply with the Company's anti-corruption policy and cooperate with the Company's anti-corruption announcements.
- Suppliers must not disclose customer information or use customer information for their own benefit without written consent, except when required by regulations or by law.
- Suppliers must not infringe on the intellectual property, patents, or trademarks of others without permission, and must implement measures to prevent intellectual property infringement.
- Suppliers must not have any relationship with the company's directors, executives, or employees to seek business or personal benefits from positions, duties, or opportunities arising from their collaboration with the company.
- Suppliers must conduct business fairly, comply with laws and regulations related to business operations, compete fairly, and refrain from using dishonest means to obtain competitors' secrets when transacting with the Company.
- Suppliers must deliver products or services on time, correctly, and completely, including taking responsibility for any errors in the work that has been delivered, and correcting such errors to the best of their ability.