

Suppliers Code of Conduct

Objective

Inter Pharma Public Company Limited and its subsidiaries, hereinafter collectively referred to as the “Company” are committed to conducting business in a sustainable manner, with due consideration given to supply chain management and the creation of sustainable value for all stakeholders. The Company operates under the principles of good corporate governance, with transparency and accountability toward communities, society, and the environment. Accordingly, the Company places importance on conducting business with fair and equitable labor practices and respect for human rights, as well as environmental stewardship, with due consideration given to the efficient and optimal use of natural resources. These commitments are intended to support the achievement of the Company’s vision, mission, and goals of becoming a leading provider of healthcare solutions for people and pets.

Accordingly, the Company has established this Supplier Code of Conduct as a common set of guidelines, with the expectation that business partners, including new business partners, will use or appropriately adapt these guidelines in their management practices to conduct business ethically, respect human rights, and demonstrate responsibility toward society and the environment. The principles and practices are as follows:

1. Code of Conduct

1.1 Good Corporate Governance

Business partners shall conduct their business based on integrity, honesty, transparency, and accountability. They shall engage in fair competition and shall not participate in any practices that restrict or undermine fair competition. Business partners shall deliver quality products and services in accordance with the agreed terms and within the specified timeframe. They shall also comply with all applicable laws, regulations, and requirements, both domestic and international, relevant to their operations throughout the supply chain.

1.2 Anti-Corruption

Business partners shall not engage in, either directly or indirectly, any act that may facilitate or contribute to corruption in any form, including bribery, offering gifts, or providing any form of inducement or improper benefit to any person, including family members, close associates, or other related parties, in order to obtain any form of undue advantage or benefit in connection with the business relationship between the business partner and the Company’s personnel.

1.3 Conflict of Interest

Business partners shall uphold ethical standards in conducting their business and shall not allow personal interests to influence or interfere with business processes. Business partners shall strictly avoid any situation that may give rise to a conflict of interest or a conflict of interest with the Company's personnel.

1.4 Confidentiality, Personal Data Protection, and Intellectual Property Protection

Business partners shall respect, maintain the confidentiality of, and protect personal data, which shall be treated as confidential information of the Company's personnel and the Company, as well as confidential intellectual property belonging to the Company. Business partners shall not disclose, disseminate, reproduce, or reference such information, nor shall they use any material business information or confidential information relating to the Company and its group of companies for any form of personal or business gain, whether directly or indirectly.

Business partners shall comply with all applicable laws and regulations concerning personal data protection, including the Personal Data Protection Act (PDPA) of Thailand, or other applicable laws and regulations in the jurisdictions where they operate. Business partners shall also implement appropriate measures to prevent data breaches and unauthorized disclosure or access to information.

In addition, business partners shall respect and refrain from infringing upon patents and other intellectual property rights belonging to third parties and the Company. Where business partners are required to use or reference such information, they must obtain prior written authorization from the Company in all cases.

1.5 Anti-Unfair Competition

Business partners shall conduct their business in accordance with the principles of fair competition, with a commitment to fairness, transparency, and accountability. They shall not obtain confidential information belonging to competitors through dishonest or unlawful means. They shall not damage the reputation of competitors by making defamatory statements or engaging in any conduct without factual basis. Business partners shall not enter into agreements with competitors or other business operators that result in monopolization or restrict or reduce competition in the market.

1.6 Political Neutrality

Business partners are encouraged to maintain political neutrality and are requested to refrain from expressing views or engaging in activities that may be interpreted as supporting or opposing any political party or political group while performing duties or responsibilities on behalf of the Company. The Company respects the rights and freedom of business partners to express their political opinions as protected by law. However, such political expression should be conducted outside working hours or activities related to the Company and must not cause misunderstanding or adversely affect the Company's reputation or corporate image. Business partners are encouraged to maintain political neutrality and are requested to refrain from expressing views or engaging in activities that may be interpreted as supporting or opposing any political party or political group while

performing duties or responsibilities on behalf of the Company. The Company respects the rights and freedom of business partners to express their political opinions as protected by law. However, such political expression should be conducted outside working hours or activities related to the Company and must not cause misunderstanding or adversely affect the Company's reputation or corporate image.

1.7 Complaints and Whistleblowing

Business partners should establish appropriate channels for receiving complaints, grievances, and reports of misconduct or violations. They should also establish processes to protect the confidentiality and privacy of complainants and whistleblowers, as well as provide appropriate remediation for affected parties. Business partners should establish appropriate channels for receiving complaints, grievances, and reports of misconduct or violations. They should also establish processes to protect the confidentiality and privacy of complainants and whistleblowers, as well as provide appropriate remediation for affected parties.

2. Human Rights and Labor Practices

2.1 Respect for Human Rights

Business partners shall respect human rights and the dignity of their employees by treating all employees equally and without discrimination or exclusion based on differences in physical or mental condition, age, gender, sexual orientation, race, nationality, skin color, language, religion, education, customs and traditions, culture, social status, disability, property or financial status, place of residence, political opinion, or any other form of unequal treatment that is protected under applicable labor laws and human rights principles in each country.

2.2 Prohibition of Forced Labor

Business partners shall conduct their business without using or supporting forced labor in any form. This includes any form of physical or psychological punishment or mistreatment of employees, whether through threats, detention or confinement, intimidation, harassment, abuse, or violence of any kind. Such practices shall be prohibited throughout the business partners' operations and across their entire supply chain.

2.3 Prohibition of Child Labor

Business partners shall not employ or support the employment of children below the minimum age permitted under the applicable laws and regulations governing employment in each country where they operate.

2.4 Freedom of Association and Collective Bargaining

Business partners shall respect and protect employees' rights and freedom to participate in collective bargaining, establish or join associations or labor unions, or participate in committees or other representative bodies for labor relations and collective bargaining.

Such activities may include any form of lawful and peaceful employee association, provided that they do not adversely affect the efficiency or continuity of the business partners' operations, comply with applicable laws, and are consistent with ethical principles.

2.5 Compensation and Benefits

Business partners shall establish working hours, working days, work schedules, and holidays in accordance with applicable laws. They shall provide compensation and benefits in accordance with the terms and conditions of employment contracts, which shall comply with applicable laws. Employees shall also be entitled to take leave in accordance with applicable work rules and regulations.

2.6 Fair Treatment of Employees

Business partners shall comply with applicable labor laws and regulations in accordance with internationally recognized human rights principles, including the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights (UDHR), and the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as applicable human rights and labor laws in each country where they operate.

Business partners shall provide fair compensation and appropriate welfare benefits and entitlements to which employees are entitled. They shall also support employee training and development to enhance employees' knowledge, skills, and capabilities, thereby contributing to organizational development and ensuring equal opportunities for career advancement.

3. Safety and Occupational Health

3.1 Occupational Health and Safety Management

Business partners shall provide a safe working environment in compliance with applicable standards, rules, regulations, and laws relating to occupational health, safety, and working conditions, for both employees and relevant parties. Appropriate measures shall be implemented to reduce the risk of injuries, accidents, or any other incidents that may occur during work activities.

3.2 Emergency Preparedness

Business partners shall establish and maintain appropriate emergency preparedness measures. They shall provide training, conduct emergency drills, and communicate emergency response procedures and measures to employees to ensure that they are adequately informed and prepared to respond to emergency situations. Such measures and procedures shall be regularly reviewed and updated to ensure their continued effectiveness and readiness.

4. Environment

4.1 Environmental Management

Suppliers shall comply with all applicable environmental laws, regulations, requirements, and standards related to the manufacturing of products, provision of services, and transportation activities in each country where they operate. Suppliers should establish measures to minimize environmental impacts, conserve natural resources, protect ecosystems, and prevent the loss of biodiversity. They are encouraged to promote the efficient and responsible use of energy and water resources, reduce energy and water consumption, minimize waste, and reduce greenhouse gas emissions. Suppliers should also promote the selection and use of environmentally friendly products and services, demonstrate a commitment to sustainable environmental management, and prepare environmental and greenhouse gas emissions data and reports.

4.2 Waste Management and Pollution Control

Suppliers are responsible for ensuring the proper management, control, and reduction of waste generated from production processes and operational activities in order to minimize the environmental impacts of pollution. Such waste management shall be carried out in compliance with all applicable laws, regulations, requirements, and relevant standards.

4.3 Chemical and Hazardous Materials Management

Suppliers shall establish measures to control the use of chemicals and hazardous materials, ensure their proper storage and handling, and provide for their safe and proper disposal in compliance with all applicable laws, regulations, requirements, and standards.

4.4 Climate Change Response and Management

Suppliers should recognize the importance of addressing and responding to climate change by promoting initiatives to improve and develop their operational processes. Suppliers should strive to reduce greenhouse gas emissions arising from their operations and throughout their relevant supply chains.

5. Corporate Social Responsibility

5.1 Community and Social Engagement

Suppliers shall conduct their business in a socially responsible manner and participate in or provide support for initiatives that contribute to improving the quality of life of society and local communities, while respecting and taking into consideration the local culture, traditions, and way of life. Such participation or support should be provided voluntarily, as appropriate and where opportunities arise. Suppliers are also encouraged to procure products and services from local suppliers to promote employment opportunities and generate income for local communities.

5.2 Management of Impacts on Community Safety

Suppliers shall conduct their business with due consideration for the potential impacts of their operations on community safety. Suppliers shall establish and maintain appropriate and adequate safety measures and emergency preparedness and response measures to prevent, mitigate, and appropriately respond to any potential impacts on local communities arising from their business operations.

6. Sustainable Supply Chain

Suppliers shall encourage and support their own suppliers and business partners throughout their supply chain to adopt and implement the principles and practices set forth in this Supplier Code of Conduct, thereby demonstrating their commitment and direction toward the sustainable management of the entire supply chain.

Implementation of the Supplier Code of Conduct

Suppliers shall promote and support the effective and practical implementation of this Supplier Code of Conduct among their employees/workers and stakeholders, including new suppliers and subcontractors, in order to foster an ethical business environment throughout the entire supply chain.

1. Communication and Training

Suppliers shall communicate and provide training on the Supplier Code of Conduct to their employees, workers, and stakeholders in order to promote sustainable management throughout the supply chain.

2. Supplier Code of Conduct Management

Suppliers shall:

2.1 Review, acknowledge, sign, and comply with the Supplier Code of Conduct.

2.2 Establish and maintain a management system that is aligned with the Supplier Code of Conduct.

2.3 Grant the Company the right to audit the Supplier's operations and implement improvements in accordance with the recommendations provided.

2.4 If the Supplier fails to implement the recommended improvements within the specified timeframe, the Company may consider taking appropriate measures in accordance with its policies and procedures.

Grievance and Whistleblowing

1. Suppliers shall establish accessible channels for stakeholders to submit complaints and report concerns or suspected misconduct. Suppliers shall also establish a non-retaliation policy and a transparent, clear, and accessible process for handling complaints and whistleblowing reports, together with appropriate measures to protect complainants and whistleblowers.
2. Suppliers may submit complaints or report concerns when they become aware of any conduct that they reasonably believe to be inconsistent with the Supplier Code of Conduct, in accordance with the Company's Whistleblowing Policy and Procedures.
3. Suppliers shall notify the Company of any situation that may result in or contribute to impacts arising from non-compliance with this Supplier Code of Conduct.

Acknowledgement and Commitment to Comply with the Supplier Code of Conduct

I/We hereby confirm that I/we have read, understood, and acknowledged this Supplier Code of Conduct and agree to comply with all applicable provisions thereof, including maintaining records and documentation as evidence of compliance with the requirements herein and providing such records upon request by the Company or any relevant company within the Group.

Authorized Signature of the Supplier and Company Seal (if applicable)

Supplier's Company Name: _____

Address: _____

Signature: _____

Name / Surname: _____

(Authorized Signatory as stated in the Company Affidavit)

Position: _____

Date: _____