



บริษัท เมโทรซิสเต็มส์คอร์ปอเรชั่น จำกัด (มหาชน)

Metro Systems Corporation Public Company Limited

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Code of Conduct for Supplier

Metro Systems Corporation Public Company Limited is committed to operate the business according to ethics fundamental which is complied with the Corporate Governance principles, including, conducting the business with integrity, transparency, equitable treatment among stakeholders, adhering to the laws and Government regulations, and no engagement with any kinds of corruption. Therefore, the Company has set and publicized the Supplier Code of Conduct in order to be a business guideline for suppliers and aligned with the current Company's practices. Essentially, the Company encourages our suppliers to conduct the business regarding to the operational transparency, human rights, employees' equity, occupational health, safety, and environment which can ensure our confidence in success and creates value to all stakeholders in long-term.

The definition of "Suppliers" means the sellers, the contractors and/or the service providers to the company which can be legal entity or individual.

The Scopes and Guidelines

1. Business Ethics

(1) Integrity: Suppliers must conduct the business on the fundamental of integrity, honestly, openness and against any forms of corruption and well as strictly comply with the applicable laws and regulations.

(2) Against Corruption: Suppliers must not engage with any forms of corruptions both directly and indirectly.

(3) Confidential Information: Suppliers must not disclose the confidential information of the Company, customers and other business partners in the purpose any individual's benefits without consent, unless this disclosure is required by laws.

(4) Intellectual Property: Suppliers must use the intellectual property of the Company and others in a manner that is permitted as well as avoiding infringement of intellectual property rights.

(5) Fair Competition: Suppliers must adhere to the ground rules of competition and do not use dishonest approaches to interfere competitors or to create advantages by unfair competition.

2. Human Rights and Labor

(1) Suppliers must equally treat all workers, respect in the human dignity and workers' privacy. The workplace must be free from any kinds of discrimination, including the difference of race, color, religion, sex, age, nationality, citizenship, sexual orientation, disability or other matters.

(2) Suppliers must comply with the laws of child labor, alien labor and pregnant labor as well as a fair employment termination that adheres to the steps enforced by laws.

(3) Suppliers must have legally treatment for workers and do not perform any actions involve the use of labor forced or human trafficking, such actions include physical punishment, mental intimidation, harassment and detention.

(4) The duration of work must not be longer than the legal requirement and also the holiday and leave must not be less than the law stated. In case of overtime, suppliers must ensure that all overtime work is voluntary.

(5) Suppliers must pay workers at least the minimum compensation required by law for both regular working hours and additional working hours on time.

(6) Respect the right of workers in freely join or not join any association or union. Finding a representative who can be a committee in union and openly communicates with management in any working condition issues without a fear of being intimidated or threatened.

3. Safety and Occupational Health

The company has expected that our partners, customers, contractors or related person would be responsible for managing the production process in consistence with the standard of safety, occupational health and work environment in order to comply with the law, including to specify a good control of safety procedures to prevent the accident and any impacts to health with might be occurred from the operation to both themselves and others.

4. Environment

The company has the commitment to drive and support various operations to cause the lowest impact on the environment issues by determined the objectives and expected to have the better environment which is for preventing and reducing the environmental impact resulting from activities, products and the company's services as well as supporting products and services that are environmentally friendly, raising awareness, educating and communicating environmental policy for employees or those who works under the control of the company to have awareness of how importance of environmental protection should be.