

Procurement Policy for Partners

Sabina Public Company Limited and Its Affiliates

1. Objectives and Applications

The policy for business partners of Sabina Public Company Limited and its affiliates aims to establish clear standards of practice and ethical principles for all partners.

This policy applies to the business partners of Sabina Public Company Limited and its affiliates, including all employees, temporary staff, agents, subcontractors of those companies, and similar individuals or entities. Business partners of Sabina Public Company Limited and its affiliates ("partners") are defined as: (i) individuals selling products or services of the business group, and (ii) suppliers of products or services to Sabina Public Company Limited and its affiliates. Our partners are expected to have comprehensive knowledge of and comply with applicable laws and regulations, as well as demonstrate high standards of business ethics.

II. Compliance with Laws

(1) General Legal Compliance

Partners must comply with the laws and regulations applicable in their place of establishment and the locations where they conduct business, as well as relevant international laws and regulations. Partners are expected to ensure that their collaboration with Sabina Public Company Limited and its affiliates is not adversely affected due to legal compliance issues.

(2) Labor Protection

Partners must provide a healthy working environment where employees are treated with dignity and fairness. They must also ensure that their employees are free from discrimination or harassment of any kind, including but not limited to race, ethnicity, age, gender, religious diversity, religion, or participation in political activities.

(3) Compliance with Environmental Requirements

Partners must conduct their business in an environmentally responsible manner and strictly comply with applicable environmental laws and standards.

(4) Government Customers

Partners must comply with all applicable procurement laws when conducting business with governments, state institutions, state-owned enterprises, governmental agencies, semi-governmental organizations, or local officials subject to regulations concerning bidding or procurement.

(5) Anti-Bribery

Partners must not offer, provide, or accept business bribes in any form to win or monopolize business, or to inappropriately influence business decisions with the intent of gaining undue advantages or unlawful benefits.

(6) Unfair Competition

Partners must not monopolize markets or engage in various forms of unfair competition, either individually or in collusion with others. Common examples of unethical practices include, but are not limited to: (i) market allocation through agreements or collusion, (ii) price fixing, (iii) bid-rigging, (iv) tying the purchase of products to other required products, and (v) abusing market positions.

Effective Date: January 1, 2017



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