

Code of Business Conduct for Suppliers

Nirvana Development Public Company Limited and its subsidiaries (Collectively referred to as "the Group") realize the importance of conducting business under code of conduct and ethics as the basis of sustainable growth, it's able to achieve the mission, vision and goals established by the Company. Hence, The Group is committed to conducting business responsibly, honesty, fairness, transparency, verifiability, as well as taking into account the economic, social and environmental impacts of all stakeholders by managing the supply chain with environmental, social and governance (ESG) issues in mind, to elevate the competitive advantage and create long-term value for the organization (value added). The Company therefore has prepared the Code of Business Conduct for Suppliers as a guideline for suppliers of the Group to adhere to. The Company hopes that this will increase the efficiency of collaboration and create long-term value for all stakeholders sustainably.

Definition

"Suppliers" means manufacturers, contractors, suppliers of goods/services, hireling, joint venture, distributors, sales agent, consultants and/or services, both juristic persons and individuals, including those appointed or assigned to act on their behalf, as well as sub-contractors.

Guidelines

Suppliers shall comply with the scope of practice as follows:

1. Business Ethics

1.1 Anti-corruption without trade barriers and being a fair competition

- 1.1.1 Conduct business with integrity, honesty, transparency, strictly comply with laws and trade regulations related to business operations.
- 1.1.2 Promotes fair competition, does not request or accept actions that are considered corrupt and bribes with money, things or other benefits in order to gain a commercial advantage.
- 1.1.3 Provide support and cooperation with government agencies, the private sector or the general public in the anti-corruption and unethical acts.

1.2 Disclosure and confidentiality

- 1.2.1 Disclose information accurately, factually and completely as required by law.
- 1.2.2 Do not disclose important information and confidential information about the Group or its stakeholders who have known or had the opportunity to access such information as a result of outsourcing work.
- 1.2.3 Do not use the information of the Group or its stakeholders without the consent of the Group.
- 1.2.4 Do not use internal information of the Group to seek benefits for oneself and others.

1.3 Intellectual property protection

1.3.1 Conduct business and strictly comply with laws related to intellectual property rights.

1.3.2 Respect the intellectual property rights of oneself and others by ensuring that products, services, and operations do not infringe the intellectual property of others.

1.4 Conflict of interest

1.4.1 Business partners shall not seek improper benefits from any relationship with directors, executives or employees of the Company.

1.4.2 Business partners shall not seek improper benefits or benefit close persons from positions, duties and opportunities from working with the Company.

2. Employment and Human Rights Principles

2.1 Fair treatment with respect for human rights, compliance with laws and regulations related to employees and labor and basic human rights principles without discrimination of race, religion, gender, age, skin color, disability, etc. as well as respecting individuality and human dignity.

2.2 Labor rights protection

2.2.1 Do not employ workers under the legal age. In case of hiring workers over the specified age or pregnant women workers, it shall be in accordance with the labor law in all respects.

2.2.2 In the event that foreign workers are hired, they shall strictly comply with the law.

2.2.3 Workers on the construction site shall be allocated appropriate accommodation in accordance with the rules of relevant regulatory bodies, including the safety and health of workers.

2.2.4 The employment contract shall not be terminated without a fair reason. In case of termination, the procedure must be followed only by law.

2.2.5 Communicate to employees and labors to acknowledge their legal rights accurately and completely.

2.3 Non-forced labor

2.3.1 Workers shall perform their duties voluntarily, not committing or encouraging forced labor, including harassment, punishment, coercion, detention or intimidation of any kind.

2.3.2 Workers can take off or terminate employment as required by law if there is a reasonable reason.

2.4 Working hours and rate of return

2.4.1 Determine the remuneration appropriate to the knowledge, ability and potential of employees or workers, not lower than the rate specified by law.

2.4.2 Determine appropriate days and hours of work without consecutive periods longer than required by law, including holidays and leave shall not be less than the law.

2.4.3 Overtime and holiday work shall be voluntary for the employee, which the remuneration is in accordance with the rate specified by law.

3. Compliance with occupational health and safety laws

Suppliers shall strictly comply with the law by providing a safe and healthy working environment as required by law to reduce the risk of accidents and health impacts that may arise from operations, including providing personal protective equipment for employees or workers to appropriate the risks. Moreover, strictly arrange protective equipment and contingency plans for emergency situations that may occur during operations, including employee evacuation plans and regular training plans for proper and prompt action in abnormal situations.

4. Environmental responsibility

Suppliers should strictly comply with laws, rules, regulations and environmental standards related to business operations and should conduct business with responsibility to the community, society and environment in terms of safety and quality of life, promoting efficient use of energy with the following guidelines:

- Do not act to damage natural resources and the environment.
- Cultivate employees' and laborers' consciousness to be responsible for society, community, and environment by using resources wisely, controlling and reducing waste, or reusing them seriously and continuously.
- Select environmentally friendly raw materials, save energy, and avoid products or construction materials that emit volatile gases or use asbestos or hazardous substances.
- Support the procurement of raw materials, goods or services from suppliers in the community or the use of local raw materials to generate income for local people.

5. Innovation development

Suppliers should exchange knowledge and experiences as well as express opinions or create innovations for the mutual business value with creating benefits for customers and related parties toward social and environmental responsibility. To create value for the rapidly changing needs and expectations of customers and stakeholders, as well as enhance mutual competitiveness and capability.

6. Whistleblower Policy

In the event that there is a suggestion or an inappropriate behavior is found or is against the law, regulations, corporate governance policy and business ethics of the group; inquiries or opinions and complaints can be made through the following postal channels:



Chairman of the Board or Chairman of the Audit Committee

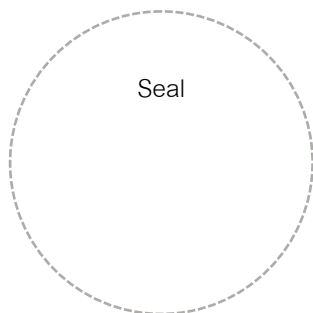
Nirvana Development Public Company Limited

343/351 Prasert - Manukitch Road, Nuanchan, Buengkum, Bangkok, 10230

Tel: 02-105-6789

The Company expects all suppliers to adhere the Code of Business Conduct for Supplier by striving to conduct business with fairness, transparency and verifiability, including against all forms of corruption with fair competition. It is under social and environmental responsibility for good health and safety in the workplace for sustainable growth.

Supplier has read and understood the text of this Code of Conduct at all times and will strictly comply with it as evidence. I therefore have signed and stamped as a priority.



On behalf of

Sign

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Authorized Director