



BANK OF THAILAND

BOT Suppliers Sustainability Code of Conduct

The Bank of Thailand (BOT) determines to undertake its operations in pursuit of economic and financial stability in conjunction with promoting social, environment and economic sustainability, as well as good governance. As our valued and key stakeholders critical to achieving this mission, the suppliers can make significant contributions in supporting the BOT's endeavor towards this objective. The BOT, therefore, has developed "BOT Suppliers Sustainability Code of Conduct", as a guideline for our collaboration going forward.

Definition: suppliers are vendors, contractors, or providers of service to the BOT

1. Business Integrity

- Comply strictly with all applicable rules and regulations.
- Conduct their operation in accountable, transparent and auditable manners.
- Oppose to corruption, bribery or unethical practices. Refrain from supporting unfair competition both in monetary and non-monetary terms for own business advantage. Avoid conflict of interests.
- Maintain and protect confidentiality of the BOT and Suppliers data, with their access permissible to only authorized persons, consistent with the Act on Personal Data B.E. 2562 and other relevant laws including due respect for others' intellectual property rights.
- Conduct businesses with social responsibility and support public activities as appropriate.

2. Human Rights and Labor Practices

- Treat employees equitably and fairly, without discrimination on the basis of race, religion, gender, age, educational background, status, disabilities, or others and with respect to human and personal rights.
- Determine salaries, compensations, and benefits of suppliers' employees in compliance with all applicable laws concerning minimum wages, overtime, holiday, and other rightful benefits.
- Terminate employment fairly and justifiably in accordance with the Labour Law.
- Employ migrant workers in accordance with the terms of applicable laws.

3. Occupational Health and Safety Working Environment

- Comply strictly with laws, rules and regulations relating to occupational health and safety working environment.
- Have in place system for risk control and management as well as appropriate emergency response.
- Arrange for training on Occupational Health and Safety Working Environment (OHSE) for employees.

4. Environment

- Comply strictly with all applicable environmental laws and regulations.
- Use energy and natural resources effectively and efficiently. Reduce the impact on pollution, and encourage business operations in line with environmental friendly guidelines and policy.



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