



Supplier Code of Conduct
S Hotels and Resorts Public Company Limited
(Amendment No. 1: 26 February 2026)

Summary of Review / Revision Records

S Hotels and Resorts Public Company Limited

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1. Introduction

S Hotels and Resorts Public Company Limited ("the Company") and its subsidiaries have established this Supplier Code of Conduct as a guideline for Suppliers to operate with responsibility. We aim to promote "Harmonious Coexistence" a balance between the economy, society, and the environment to achieve shared sustainable development goals throughout the supply chain.

2. Policy Objectives

To provide consistent guidelines for Suppliers to study and apply in their operations. This ensures that standards between the Group of Companies and its Suppliers are aligned, serving as a vital mechanism for efficient and sustainable supply chain management.

3. Scope of Policy Enforcement

This Supplier Code of Conduct applies to all Suppliers providing goods or services to the Group of Companies. It is a standard that Suppliers must strictly adhere to throughout the duration of the business relationship.

4. Definitions

Term	Meaning
Group of Companies	The Company and its subsidiaries.
Director	A member of the Board of Directors of the Company.
Suppliers	Manufacturers, vendors, or service providers involved in procurement, including direct contacts (e.g., consultants, contractors) and indirect contacts (e.g., subcontractors).
Subsidiary	A company in which the Company holds, directly and/or indirectly, more than 50% of the shares or has controlling power.

5. Roles and Responsibilities

Responsible Party	Roles and Responsibilities
Procurement Division of each Business Line	- Regularly review and assess compliance with the Supplier Code of Conduct at least once a year. - Communicate and disseminate the Supplier Code of Conduct to Suppliers and provide necessary clarifications to ensure a correct understanding of the guidelines. - Provide guidance and serve as a coordination center for Suppliers regarding compliance with the Supplier Code of Conduct. - Monitor, audit, and evaluate supplier practices to ensure that their operations remain aligned with the Company's ethical and sustainability standards.
Suppliers	- Studying, understanding, and strictly complying with the Company's Supplier Code of Conduct. - Cooperating and supporting operations based on the principles established by the Company to ensure transparency, good governance, and sustainability throughout the supply chain.

6. Supplier Code of Conduct Guidelines

6.1 Compliance with Laws and Regulations

Suppliers shall comply with all applicable laws, regulations, and rules of the countries in which they operate. They shall conduct all business activities with integrity, ethics, transparency, and fairness.

6.2 Personal Data Protection, Confidentiality, and Intellectual Property

6.2.1 Intellectual Property

Suppliers shall comply with all applicable laws and international treaties related to intellectual property, property rights, and trademarks. They must not disclose, duplicate, imitate, or use the Company's or any third party's intellectual property without explicit authorization.

6.2.2 Confidentiality

Suppliers who gain access to strategic business information, intellectual property, confidential information of the Company Group, or personal data during collaboration must strictly maintain its confidentiality. They shall not disclose, exchange, sell, transfer, or release such information to any external party without authorization. This obligation continues even after the business relationship has ended.

Suppliers shall cooperate in providing documentation or implementing protective measures required by the Company to safeguard confidential information, including information belonging to other entities within the Company Group (if requested).

6.3 Anti-Corruption and Anti-Bribery Policy

The Company is committed to transparent business practices and strong corporate governance. Suppliers must support and fully comply with the Company's Anti-Corruption and Anti-Bribery Policy.

6.3.1 Legal Compliance

Suppliers shall comply with all applicable laws, regulations, and rules related to anti-corruption, anti-bribery, fraud, financial misconduct, or any direct or indirect actions that may constitute corruption.

6.3.2 Prohibition of Improper Benefits

Suppliers shall not offer, negotiate, promise, give, or accept gifts, assets, incentives, or any form of benefit that may be considered bribery or influence business decisions, either directly or indirectly.

6.3.3 Cooperation with Anti-Corruption Measures

The Company encourages Suppliers to operate with transparency and to adhere strictly to the Company's Anti-Corruption and Anti-Bribery Policy, including guidelines related to:

- Avoiding political contributions or political benefits
- Avoiding financial donations that may influence business outcomes
- Avoiding gifts, entertainment, hospitality, or any benefits not aligned with Company standards

Suppliers shall fully cooperate with the Company in implementing anti-corruption measures and support audits or information requests as necessary.

6.4 Conflict of Interest

6.4.1 Suppliers shall not use their roles, positions, or opportunities arising from their relationship with the Company Group for personal gain or to benefit related individuals, whether directly or indirectly. This includes situations where employees or their spouses hold interest in transactions between the Company and the business partner.

6.4.2 Suppliers shall promptly disclose any information, incidents, or circumstances that may create a conflict of interest and cooperate with any related assessments or audits required by the Company.

6.5 Responsible Procurement and Delivery

6.5.1 Suppliers shall treat business competitors fairly and refrain from any actions that distort competition or negatively impact competitors.

6.5.2 Suppliers shall not seek, obtain, or use competitors' confidential information or third-party information through unlawful, unethical, or improper means.

6.5.3 The Company encourages Suppliers to engage in responsible sourcing throughout the supply chain, including support for green businesses and SMEs, and the use of local materials where appropriate. Suppliers must not procure materials from sources linked to illegal activities, human rights violations, or socially or environmentally harmful practices.

6.5.4 Suppliers shall establish corrective and mitigation measures for product or service defects and cooperate with Company investigations related to such defects following delivery.

6.5.5 Suppliers must maintain contingency plans for supply shortages or business disruptions and notify the Company immediately to prevent operational impact.

6.5.6 The Company encourages traceability systems to ensure that the origins of goods and services are verifiable and comply with legal and quality standards, and are free from human rights violations and environmental harm.

6.5.7 The Company will integrate governance, human rights protection, and environmental stewardship criteria into the selection of new Suppliers and contractors, as well as annual performance reviews of existing partners.

6.5.8 Suppliers shall assess risks related to employees, production activities, and operational continuity, and establish appropriate mitigation measures.

6.6 Respect for Human Rights

6.6.1 Suppliers shall uphold human rights principles in accordance with the Company's Human Rights Policy and applicable international standards.

6.6.2 Suppliers shall recognize human dignity and treat all individuals fairly and equally. Discrimination of any kind is based on physical attributes, race, religion, gender, age, education, beliefs, social status, or any strictly protected characteristics.

6.6.3 Suppliers should respect community rights, traditional cultures, and indigenous rights regarding access to land and natural resources.

6.7 Fair Labor Practices

6.7.1 Suppliers shall not employ illegal workers, whether local or migrant, and must comply with all applicable labor laws. They shall allow document inspections upon request.

6.7.2 Child labor below the legally defined age is strictly prohibited.

6.7.3 Forced labor, abusive labor, human trafficking, coercion, or exploitation in any form is strictly prohibited.

6.7.4 Suppliers shall not terminate or reduce employment benefits due to pregnancy and shall ensure all legally mandated protections and welfare measures for female employees.

6.7.5 Harassment, intimidation, violence, or abusive disciplinary actions whether physical, verbal, psychological, or sexual are strictly prohibited.

6.7.6 Wages and benefits must meet or exceed legal minimum standards and be sufficient for living needs.

6.7.7 Working hours must comply with local labor protection laws. Overtime must be voluntary and compensated at the legally required rate.

6.7.8 Termination of employment must comply with labor laws and must not be arbitrary or unjustified.

6.7.9 Suppliers shall promote employee participation in positive and constructive activities, and support employee representation in dialogue and workplace improvement initiatives.

6.8 Occupational Health and Safety

6.8.1 Suppliers shall comply with all applicable occupational health and safety (OHS) laws and adhere to the Company's OHS and environmental policy.

6.8.2 Safe working environments, tools, and equipment must be provided, in compliance with legal and industry standards.

6.8.3 Suppliers shall implement comprehensive OHS measures, monitor workplace risks, and maintain appropriate reporting systems.

6.8.4 Any OHS risks or incidents that may affect the partner or the Company must be reported immediately, along with corrective and preventive measures.

6.8.5 Suppliers shall provide proper training and communication to enhance OHS awareness.

6.9 Environmental Management

6.9.1 Suppliers shall assess environmental impacts and comply with all applicable environmental laws and industry standards.

6.9.2 The Company encourages efficient use of natural resources, waste reduction, greenhouse gas reduction, and environmental-friendly transportation. Partners should adopt the 4R principles:

- Rethink
- Reduce
- Reuse
- Recycle

6.9.3 Suppliers should support biodiversity protection and avoid activities that harm natural ecosystems or conservation areas.

6.9.4 The Company promotes the use of environmentally-friendly products, services, and practices throughout the supply chain.

6.9.5 Suppliers are encouraged to obtain sustainability certifications for relevant products, services, or processes.

6.10 Social and Community Contribution

6.10.1 Suppliers shall operate with consideration for local communities and contribute to their well-being and sustainable development.

6.10.2 Suppliers shall establish channels for community feedback and use such information to improve operations responsibly.

6.11 Monitoring and Evaluation

6.11.1 The Company encourages partners to share feedback to improve joint operations.

6.11.2 Suppliers shall maintain financial and operational documentation in an organized and auditable manner.

6.11.3 Suppliers shall track and report compliance with this policy and cooperate with Company assessments.

6.11.4 The Company reserves the right to review, suspend, or terminate a partner relationship for non-compliance.

6.11.5 The Company reserves the right to conduct On-Site ESG Audits at least once per year.

6.12 Payments to Suppliers

6.12.1 All transactions between the Company and Suppliers shall be governed by written contracts specifying compensation, delivery timelines, and payment terms. Payments will be processed based on complete and accurate documentation and in accordance with fairness, transparency, and auditability principles.

6.12.2 In cases of delivery delay resulting in damages to the Company, the partner shall be fully liable for resulting losses.

7. Whistleblowing Channels for Filing Complaints

Suppliers or any other stakeholders of the Company seeking information or wishing to report grievances or file complaints related to unethical behavior, misconduct, or legal violations may use the designated whistleblowing channels provided below, along with pertinent supporting evidence.

- E-mail: compliance@shotelsresorts.com
- Website: www.shotelsandresorts.com >> Investor Relations >> Good Corporate Governance >> Channel for Complaints
- Internal feedback/comments/complaints box
- Submit to the Chairman of the Company's Board of Directors, Chairman of the Audit Committee, or the Head of Internal Audit, S Hotels & Resorts Public Company Limited. 123 Suntowers Building B, 10th Floor, Vibhavadi-Rangsit Rd., Chom Phon, Chatuchak, Bangkok 10900 Thailand

As of 26 February 2026

-Signature-

(Mr. Chayanin Debhakam, D.B.A)

Chairman of The Board of Directors

S Hotels and Resorts Public Company Limited