

ประกาศ

เรื่อง นโยบายการจัดซื้อจัดจ้างอย่างยั่งยืน

บริษัท แอมพาสอินดัสตรี จำกัด มีความมุ่งมั่นที่จะดำเนินธุรกิจให้เติบโตอย่างยั่งยืน ภายใต้คุณภาพและความปลอดภัยของสินค้าเป็นพื้นฐาน ควบคู่กับจริยธรรมและการคำนึงถึงสิ่งแวดล้อมตลอดกระบวนการดำเนินการธุรกิจอย่างต่อเนื่อง โดยยึดหลักความสอดคล้องกับทิศทางของผู้มีส่วนได้ส่วนเสีย

บริษัทฯ จึงกำหนด “นโยบายการจัดซื้อจัดจ้างอย่างยั่งยืน” เพื่อใช้เป็นแนวทางในการดำเนินงานของผู้มีส่วนเกี่ยวข้อง และเป็นแนวปฏิบัติสำหรับฝ่ายจัดซื้อจัดจ้างและผู้เกี่ยวข้องทุกฝ่าย ดังนี้

1. ดำเนินการจัดซื้อจัดจ้างโดยคำนึงถึงคุณภาพ ราคา ปริมาณ การให้บริการ และความรวดเร็วในการตอบสนอง โดยยึดหลักจรรยาบรรณและประสิทธิภาพสูงสุด
2. ดำเนินการจัดซื้อจัดจ้างอย่างโปร่งใส เป็นธรรม และตรวจสอบได้ โดยให้คู่ค้าทุกรายได้รับการปฏิบัติอย่างเท่าเทียม
3. ส่งเสริมการจัดซื้อจัดจ้างที่เป็นมิตรกับสิ่งแวดล้อม (Green Procurement) และเคารพหลักสิทธิมนุษยชนตามมาตรฐานสากล
4. คัดเลือกและประเมินผู้ขาย/ผู้ผลิตอย่างรอบคอบ ภายใต้นโยบายด้านความยั่งยืน
5. สื่อสารหลักปฏิบัติด้านความยั่งยืนให้กับผู้ขาย/ผู้ผลิต โดยอ้างอิงจาก “AMPAS Supplier Code of Conduct” รายละเอียดท้ายประกาศนี้
6. พิจารณาคัดเลือกคู่ค้าที่มีแนวทางการดำเนินงานสอดคล้องกับหลักจริยธรรม และนโยบายความยั่งยืนของบริษัทฯ
7. ส่งเสริมการเรียนรู้และพัฒนาศักยภาพของพนักงานฝ่ายจัดซื้อ ตลอดจนสร้างความร่วมมือระยะยาวกับคู่ค้า เพื่อขับเคลื่อนห่วงโซ่อุปทานอย่างยั่งยืน

// ทั้งนี้ บริษัทฯ จะทบทวนนโยบาย....



ทั้งนี้ บริษัทฯ จะทบทวนนโยบายการจัดซื้อจัดจ้างอย่างยั่งยืนอย่างน้อยปีละ 1 ครั้ง หรือเมื่อมีการเปลี่ยนแปลงที่มีนัยสำคัญต่อองค์กร เพื่อให้มั่นใจว่านโยบายดังกล่าวยังคงมีความเหมาะสม สามารถนำไปปฏิบัติได้อย่างมีประสิทธิภาพ และให้มีผลบังคับใช้ตั้งแต่วันที่ 1 สิงหาคม 2568

จึงประกาศมาให้ทราบโดยทั่วกัน

ประกาศ ณ วันที่ 22 กรกฎาคม 2568

(นายวิโรจน์ ภัทรอำพรชัย)

ประธานบริษัท

รับทราบ

| Approved by Microsoft Teams | | | |
|-----------------------------|-----------|----------|------------|
| คุณยุวดี | คุณกณุตม์ | คุณพีรพร | คุณสุกัญญา |

..........ร่าง/พิมพ์
..........ตรวจ



-Translate-

Announcement

Sustainable Procurement Policy

AMPAS INDUSTRIES Co., Ltd. is committed to conducting its business sustainably, with product quality and safety as fundamental principles, while upholding ethics and environmental responsibility throughout its operations. The Company adheres to practices aligned with the expectations and direction of its stakeholders.

To this end, the Company has established this “**Sustainable Procurement Policy**” to serve as a guideline for all relevant personnel and a standard practice for the Procurement Department and all involved parties, as follows:

1. Conduct procurement activities with consideration of quality, price, quantity, service, and responsiveness, based on ethical principles and maximum effectiveness.
2. Ensure procurement is carried out with transparency, fairness, and accountability, with equal treatment of all business partners.
3. Promote environmentally friendly procurement (Green Procurement) and uphold human rights in accordance with international standards.
4. Carefully select and evaluate suppliers/manufacturers in alignment with the Company's sustainability policy.
5. Communicate the Company's sustainability practices to suppliers/manufacturers, with reference to the “**AMPAS Supplier Code of Conduct**” as detailed in the appendix of this announcement.
6. Prioritize suppliers whose operations align with the Company's ethical values and sustainability policies.
7. Promote learning and capability development of procurement personnel and foster long-term collaboration with suppliers to drive a sustainable supply chain.

The Company shall review this Sustainable Procurement Policy at least once a year or whenever there are significant organizational changes to ensure the policy remains appropriate, effective, and enforceable. This policy shall take effect from **August 1, 2025**.

This announcement is made for general acknowledgment.

Announced on July 22, 2025

Viroj Pattaraumpornchai

(Mr. Viroj Pattaraumpornchai)

President

AMPAS INDUSTRIES CO., LTD.






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AMPAS

SUPPLIER CODE OF CONDUCT

Ver 1.0.0
as of 10/Oct/2023

| Issued | Date | Revision Record | Approved | Checked | Issued |
|--------|------------|------------------------|--|---|--|
| 1 | 26/02/2025 | Prepare a new document |  Peeraporn N. |  Nualanong M. |  Nasithan W. |

Preface

At Ampas Industries Co.,Ltd., we conduct our business proudly not only with high professional standard but with high ethical and moral standards. It is our greatest achievement to ensure fair labour practices, promote human rights, emphasis on workplace safety, enhance environment responsibilities, and develop a sustainable way of conducting business.

And to achieve that goal, we cannot do it alone, it is our key priority to require a collaboration from our business partners and suppliers (hereinafter collectively and/or individually referred to as the “Business Partners”) to contribute high quality standards of products and services and by sharing the same ethical value as us.

Therefore, as a condition to doing business together, we sincerely require that all Business Partners to adhere to the following Supplier Code of Conduct. By doing so, we require that they shall ensure the compliance of their own operations with the principles and practices outlined in each topic below.

General Terms of Use

This document shall provide principles and guidelines from Ampas (some of which might be adopt from its business-counterpart). All business between Ampas and each Business Partners shall be subject to this document and be in accordance with the laws.

All Business partners are requested to operate in compliance with this Supplier Code of Conduct at all times during the course of business with Ampas.

In the event that any Business Partners is unable to comply or decided not to comply with any of the principles and practices, please notify Ampas immediately.

To ensure the compliance with the latest version of this Code of Conduct, all Business Partners are recommended to keep up to date this document with Ampas from time to time.

Key Areas of Practice

Currently there are five (5) core areas that we include in our good practice as follows:

1. Business ethical standards
 2. Human Rights and Fair Labour Practices
 3. Workplace Environment
 4. Social and Environmental responsibility
 5. Business collaboration
-

Details and Requirements

1. Business ethical standards

- 1.1 Legal Compliance: We believe the first step to achieve good business conduct is to comply with the laws. Our Business partners shall comply with all applicable laws and regulations in every aspect of their business including those relating to each of the key aspects mentioned here below.
- 1.2 Integrity: Our Business Partners shall conduct business with adherence to correctness, honesty, integrity and transparency, and refrain from any unfair, fraudulent or inappropriate business practices.
- 1.3 Fair Business conduct: Our Business partners shall value fairness a great deal in conducting their business, including fair business arrangement, fair trading, fair competition including anti-trust and anti-dumping legislations.
- 1.4 No corruption or bribery: Our Business partners shall ensure that there is no corruption and/or bribery involved in any part of their business, and shall not make any payments to influence anyone to perform any illegal action, give favourable business deal or to secure any business opportunity unfairly and/or for any other unfair business purposes, and vice-versa.

2. Human Rights and Fair Labour Practices

- 2.1 Fair labour and employment conditions: Our Business partners shall comply with all local labour and employment laws and regulations; and shall treat all employee with respect from day one starting from the process or recruitment. Business partners shall make sure to offer equal opportunity in hiring practices and offer all employees with honest employment contract with a sound remuneration. All terms and conditions under each employment contract shall always be complied and honoured throughout the employment term.
- 2.2 No Child Labour: It is our strict policy not to use child labour in any form. Our Business Partners shall ensure that all of their employee must meet the minimum working age. Employment of any child below the age of 15 is prohibited, even if permitted under local law. In addition, workers under the age of 18 shall be prohibited from performing work that could jeopardize their health or safety, including night shifts, overtime, or hazardous work.
- 2.3 No Forced Labour / modern slavery: Our Business partners shall not use nor allow any forced or compulsory labour in any form. Our Business partners shall make sure that all employment is entered deliberately at free will of each employee and all work shall be conducted on a voluntary basis. In addition, Business partners shall not employ any form of abusive disciplinary practices and ensure that there shall be no physically or psychologically cruel, inhuman, or degrading treatment in workplace. There shall be no activities intended to restrict worker freedom of movement. Our Business partners shall not use or support human trafficking.
- 2.4 Non-discrimination: Our Business partners shall treat their employees equally and shall not discriminate any employees on basis of their race, nationality, gender including gender expression, language, religion, believe, physical conditions and disability, marital status and/or any other characteristic protected by laws.

3. Workplace Environment

Our Business partners shall maintain a safe and healthy workplace environment.

- 3.1 Safety: Our Business partners shall comply with all local safety standards and regulations as well as international recognized safety standards. The working regulations on safety shall cover all necessary measures to ensure the successfulness of safety policy and Business partners shall ensure that they have decent hazard control and precautionary measures.
- 3.2 Healthy: Our Business partners shall comply with all local occupational health standards and regulations. We urge Our Business partners to also promote mental health in workplace by promote good communication between employees at all levels as well as the management team, setup a complaint system, promote empathy, make sure that non-discrimination policy shall be enforced at all times, and Our Business partners shall not tolerate any form of harassment including sexual harassment, verbal assault, defamation or any other behaviours that create a hostile working environment.

4. Social and Environment responsibility

- 4.1 Corporate Social Responsibility: Our Business partners shall recognize the importance of protection, support and contribution to society and community. Their business activities shall affect the society and community in a positive way. Our Business partners should regularly have a contribution campaign to give back to their society and community.
- 4.2 Environmental responsibility: Our Business partners shall realize the importance of environment protection and conduct their business considering the potential short and long term environmental impacts and strive to improve their business conduct in more and more sustainable way to minimize negative environmental impacts.

5. Business collaboration

- 5.1 Responsible Business Partners: To achieve the goal of good business conduct, we believe not only ourselves, but it is the whole supply chain to uphold the same ethical value and having the same level or good practice. Therefore, Our Business partners shall offer collaboration to adhere to this Supplier Code of Conduct and to the future policies and to request their business partners to do the same.
- 5.2 Business relationships: We aim to build a strong business relationship with our suppliers and business partners. We strive to achieve the goal by having a fair business agreement and arrangement, promoting better communication, removing any misunderstanding and other barrier and supporting each other during the course of business. We urge our Business partners to adhere to this principle and to collaborate with us and to request their business partners to do the same.
- 5.3 Protection of Intellectual properties: Business partners realize that Ampas business involves in a vast area of data and information including Intellectual Property, Confidential or Proprietary Information and Personal Information. Therefore all Business Partners agree to work together to safeguard Intellectual assets and information of each party. Business partners shall apply a strong information security practice in their workplace and introduce Non-Disclosure Agreement and internal data protection policies.

| CSR/Sustainability requirements. (Please tick all that apply) | |
|---|--|
| <input type="checkbox"/> | Child labour and young workers |
| <input type="checkbox"/> | Modern slavery (i.e. slavery, servitude and forced or compulsory labour and human trafficking) |
| <input type="checkbox"/> | Ethical recruiting |
| <input type="checkbox"/> | Freedom of association and collective bargaining |
| <input type="checkbox"/> | Non-discrimination and harassment |
| <input type="checkbox"/> | Women's Rights |
| <input type="checkbox"/> | Diversity, equity, and inclusion |
| <input type="checkbox"/> | Health and safety |
| <input type="checkbox"/> | Anti-corruption and anti-money laundering |
| <input type="checkbox"/> | Data protection and data security |
| <input type="checkbox"/> | Disclosure of information |
| <input type="checkbox"/> | Fair competition and anti-trust |
| <input type="checkbox"/> | Conflicts of interest |
| <input type="checkbox"/> | Counterfeit parts |
| <input type="checkbox"/> | Intellectual property |
| <input type="checkbox"/> | GHG emissions |
| <input type="checkbox"/> | Energy efficiency |
| <input type="checkbox"/> | Renewable energy |
| <input type="checkbox"/> | Decarbonisation |
| <input type="checkbox"/> | Water quality, consumption & management |
| <input type="checkbox"/> | Air quality |
| <input type="checkbox"/> | Responsible chemical management |
| <input type="checkbox"/> | Sustainable resources management |
| <input type="checkbox"/> | Waste reduction |
| <input type="checkbox"/> | Reuse and recycling |
| <input type="checkbox"/> | Noise emissions |
| <input type="checkbox"/> | Definition and implementation of similar standards towards own tier-1 suppliers |

For Business Partners

We have read and understand the above document entirely and agree to comply with Ampas Supplier Code of Conduct unless informed otherwise.

(sign) _____

Name : (_____)

Title : _____

Date: _____

(company seal)

Company Name: _____