

Supplier Code of Conduct

Bound and Beyond Public Company Limited (the “Company”) places great importance on conducting business with integrity, transparency, and sustainability. The Company is committed to working with suppliers who uphold ethical conduct and demonstrate responsibility towards society and the environment.

To establish a common standard, this Supplier Code of Conduct outlines the practices expected of all suppliers when conducting business with the Company, ensuring transparency and mutual accountability among all stakeholders.

1. Purpose To define the ethical framework and responsibilities expected of suppliers in conducting business with the Company. The Code emphasizes compliance with legal, labor, environmental, safety, and human rights standards as the foundation for sustainable partnerships.

2. Scope of Application This Code applies to all suppliers engaging in direct or indirect business with the Company, including subcontractors, employees, and other parties authorized by the suppliers.

3. Supplier Conduct Guidelines

3.1 Compliance with Laws

Suppliers must comply with all applicable laws, regulations, and official requirements, both domestic and international, relevant to their business operations.

3.2 Honesty and Transparency

Suppliers must operate with integrity, transparency, and accountability. The offering or acceptance of bribes or any improper benefits that may lead to conflicts of interest is strictly prohibited.

3.3 Human Rights and Labor

Suppliers shall respect human rights, avoid the use of child labor or forced labor, and not discriminate based on gender, religion, race, nationality, or opinion. Freedom of association must be supported in accordance with the law.

3.4 Fair Employment and Working Conditions

Suppliers must offer fair employment conditions, provide appropriate compensation, comply with legal working hour limits, and ensure fair termination processes. Basic welfare benefits must be provided as required by law.

3.5 Health, Occupational Safety, and Workplace Safety

Suppliers must ensure a safe working environment, implement risk prevention measures, and manage occupational health responsibly for all employees.

3.6 Environmental Responsibility

Suppliers must conduct operations in an environmentally responsible manner, strictly comply with environmental laws and standards, and promote sustainable resource use.

3.7 Confidentiality and Business Information

Suppliers must safeguard confidential information and intellectual property related to the Company and shall not disclose or use such information without written authorization.

3.8 Ethical Business Conduct

Suppliers must adhere to ethical business practices. Acts of fraud, corruption, collusion, or any conduct that undermines fair competition are prohibited.

4. Non-Compliance and Penalties

In the event of a violation of this Code, the Company reserves the right to issue warnings, suspend, or terminate the business relationship, depending on the severity and failure to correct the non-compliance.

5. Acknowledgement and Amendments

Suppliers are required to acknowledge and sign an acceptance letter of this Code. The Company may revise the contents as necessary and shall inform suppliers accordingly.

This Supplier Code of Conduct is an integral part of the Company's corporate governance and business ethics policy and is effective from January 1, 2025.