



BURAPHA
AGRO-FORESTRY

Corporate Code of Conduct

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Rev 1



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Corporate Code of Conduct for Burapha Agro-Forestry Co. Ltd

Drawing on internationally accepted standards, the Universal Declaration of Human Rights, as well as Internal policies and the United Nations global compact (www.unglobalcompact.org), this Corporate Code of Conduct has been adapted to Burapha's operation and industry. These are practices that are expected to be followed in all activities undergone by Burapha employees and/or external clients.

We reserve the right to review and update Corporate Code of Conduct when deemed necessary.

General information on conduct

Affiliation to the Code of Conduct must stand out as a guarantee of quality. We shall comply with laws and regulations, keeping correct accounts and not committing offences against tax or environmental law. Operations shall be in line with generally accepted business practices.

Human rights

We support and respect human rights in a manner consistent with the Universal Declaration of Human Rights. Burapha upholds the dignity, fundamental freedoms and human rights for all people involved directly and indirectly in all activities. We ensure that human rights awareness is embedded in our internal risk assessment processes.

Working conditions

We promote a good working environment by encouraging compliance with laws and regulations on forced or compulsory labour, child labour, discrimination, freedom of association, working conditions, terms of employment and the work environment.

Forced or compulsory labour

In accordance with national laws or agreements, we do not use forced or compulsory labour. Forced or compulsory labour is work extracted from a person under the threat of any penalty, and for which that person has not offered himself or herself voluntarily.

Child labour

We do not employ child labour in our operations, in accordance with the ILO convention (No 138) on the minimum age for entry into the workforce and ILO Convention (No 182) on the prohibition of and immediate measures to eliminate the worst forms of child labour.

Child labour is a form of exploitation which international bodies and the majority of governments are working to eliminate. Child labour is not to be confused with youth employment or student work.

Discrimination

We reject all forms of discrimination, in accordance with the ILO convention (No 100) on equal remuneration for men and women for work of equal value, and ILO Convention (No 111) on discrimination in matters of employment and occupation.

Employees are to be treated with respect and dignity. People are to be treated alike irrespective of

characteristics that are not related to their merit or the inherent requirements of the job, and irrespective of their skin colour, religion, national extraction, social origin or sexual orientation.

Freedom of association

We uphold, in accordance with the law, the freedom of all employees to establish and to decide whether or not to join trade union organisations or similar external employee organisations, and to engage in collective bargaining.

Employees are to have the right to organise a trade union without intimidation or fear of reprisal.

Work environment

We provide, in accordance with international standards and national laws, a healthy and safe work environment, appropriate information and education/training in health and safety.

Employees must feel safe in their work environment and in their accommodation, if that is provided.

Terms of employment

We provide employees with terms of employment. Pay and conditions must comply with national legal requirements and industry standards. Working hours are in accordance with national legislation and are not unreasonable.

Corporate social and environmental responsibility

Corporate social and environmental responsibility is the continuous commitment by Burapha employees and contractors to environmental sustainability and enhancing the livelihoods of local communities. This is achieved by:

- Striving constantly to improve environmental performance.
- Being dedicated to reducing the environmental impact.
- Use wood only from sustainable sources.
- Sourcing only responsible services providers and product manufacturers as part of our production systems.
- Being transparent in our interactions with local communities by applying the principles of FPIC and responding responsibly to grievances as they arise.
- Make positive steps to elevate local communities out of poverty.

Ethical business practices

We are committed to operating in accordance with strong ethical principles. We comply with all applicable laws and regulations, including requirements relating to:

- Anti-corruption
- Not solicit, accept, offer, provide or authorise bribes
- Anti-competitive practices
- Prevention of money laundering
- Criminal tax evasion