



VCON Code of Conduct for Business Partners (Global)

Introduction

VCON is committed to conducting business with the highest ethical standards, integrity, and respect for people, communities, and the environment. This Code of Conduct for Business Partners outlines the expectations we hold for all vendors, suppliers, contractors, consultants, and other third parties (collectively referred to as “Business Partners”) who do business with VCON globally.

Adherence to this Code is mandatory and forms part of every contractual relationship with VCON. It complements but does not replace any specific obligations contained in individual contracts.

1. Business Integrity

Compliance with Laws and Ethical Standards

Business Partners shall comply with all applicable local, national, and international laws, including those related to labor, trade, anti-corruption, environmental protection, and business operations. Ethical behavior and integrity are expected at all levels.

Conflicts of Interest

Business Partners must avoid situations where personal interests conflict or appear to conflict with the interests of VCON. Any actual or potential conflict must be disclosed promptly.

Anti-Corruption and Bribery

VCON prohibits all forms of corruption, bribery, or unethical inducement. Business Partners must not, directly or indirectly, offer or accept bribes or anything of value to gain improper business advantage.



Fair Competition

Business Partners shall engage in fair, transparent, and lawful competition practices. Collusive or anti-competitive behaviors, such as price fixing or market allocation, are strictly prohibited.

Anti-Money Laundering

All Business Partners must comply with applicable anti-money laundering laws and take measures to ensure that funds used in business activities are from legitimate sources.

Protection of Confidential Information and Assets

Confidentiality must be preserved. Business Partners must not misuse or disclose VCON's proprietary or confidential information and shall protect VCON assets from loss, theft, and misuse.

Responsible Sourcing

We expect Business Partners to source materials responsibly and ensure that goods and components do not contain conflict minerals or are sourced from suppliers who finance violence or exploitative practices.

2. Labor and Human Rights

Fair Labor Practices

Business Partners must uphold fair labor standards, including lawful wages, working hours, and benefits. Forced, bonded, or involuntary labor is strictly prohibited.

No Child Labor

Business Partners must not engage in or benefit from child labor. All workers must meet the minimum legal working age and, in no case, be younger than 15 years old or the minimum age required by law whichever is higher.

Diversity, Equity, and Inclusion

Discrimination based on race, gender, age, religion, disability, sexual orientation, nationality, or any protected status is not tolerated. Harassment, abuse, and retaliation are also strictly forbidden.



3. Health and Safety

Safe Working Conditions

Business Partners are responsible for providing their workers with a safe and healthy workplace. Adequate safety procedures, equipment, and training must be in place and regularly updated.

Emergency Preparedness

Business Partners must maintain emergency response plans and train employees to handle potential incidents effectively and safely.

4. Environmental Responsibility

Environmental Compliance

VCON expects Business Partners to comply with environmental laws and regulations and to take proactive steps to reduce their environmental footprint.

Pollution Prevention and Waste Reduction

Partners must manage hazardous materials safely, reduce emissions, conserve resources, and minimize waste through reusing, recycling, and responsible disposal.

5. Implementation and Accountability

Management Systems

Business Partners are encouraged to implement policies and procedures to ensure compliance with this Code. This includes employee training, internal monitoring, and recordkeeping.



Subcontractor Responsibility

Business Partners are responsible for communicating the expectations outlined in this Code to their own subcontractors and ensuring compliance throughout their supply chain.

Right to Audit

VCON reserves the right to audit Business Partners' operations or request documentation to verify compliance with this Code, either directly or through an authorized third party.

6. Reporting and Whistleblower Protection

Business Partners must promptly report any actual or suspected violations of this Code, applicable laws, or unethical behavior. Reports can be made confidentially and without fear of retaliation.

To Report a Concern:

- **Email:** compliance@vconthai.com
- **Anonymous Hotline:** +66851195940



ACKNOWLEDGMENT OF VCON CODE OF CONDUCT FOR BUSINESS PARTNERS

All registered Business Partners are required to acknowledge the VCON Code of Conduct for Business Partners prior to the issuance of any purchase order, subcontract, or agreement.

I, on behalf of _____
(Business Partner Name)

hereby acknowledge and agree to comply with the VCON Code of Conduct for Business Partners. I further affirm that all owners, officers, directors, employees, contractors, agents, and other representatives of

(Business Partner Name)

have been informed of the Code of Conduct and agree to abide by its terms in the preparation and submission of bids and proposals to VCON, the provision of goods and services to VCON, and in the performance of all contractual obligations with VCON.

Authorized Signatory

Signature: _____

Name (Printed): _____

Title: _____

Date: _____

NOTE: This document must be signed by an officer of the company.