



Supplier Code of Conduct

Millennium Group Corporation (Asia) Public Company Limited

Supplier Code of Conduct

Millennium Group Corporation (Asia) Public Company Limited ("the Company") is committed to fostering strong relationships with its suppliers ("Suppliers") and enhancing work processes to create value for all stakeholders. The Company pledges to conduct its business with integrity, ethics, transparency, and accountability, in accordance with the principles of corporate governance and with an awareness of its responsibilities toward the economy, society, and the environment.

The Company has developed this Supplier Code of Conduct to serve as a guideline for business operations between the Company, its suppliers, and affiliated companies. This Code ensures compliance with laws, the Company's business ethics, and international standards. The Company emphasizes and supports its suppliers in conducting business transparently and fairly, respecting human rights, adhering to laws, safety standards, occupational health, and environmental regulations. The Company also monitors adherence to this Supplier Code of Conduct to create a stable and efficient supply chain that delivers value to society and the environment for sustainable mutual growth. The Supplier Code of Conduct consists of the following principles and practices:

1. Business Ethics
2. Management of Resources and the Environment
3. Labor Practices and Labor Protection
4. Human Rights
5. Work Conditions, Compensation, and Benefits
6. Occupational Health and Safety
7. Community and Social Development Participation
8. Monitoring and Evaluation

Scope of Application

This Supplier Code of Conduct applies to all Suppliers of Millennium Group Corporation (Asia) Public Company Limited and its subsidiaries.

Guidelines

1. Business Ethics

- 1.1 Comply with all applicable laws and regulations under the principles of good corporate governance and conduct business with transparency, honesty, and integrity in all business processes.
- 1.2 Promote fair and transparent trade practices and competition, free from price fixing, anti-competitive conduct, bribery, or any acts that may result in corruption, conflicts of interest, or other undue benefits to government officials, the Company's employees, or any other persons, for business advantages or to improperly influence actions or decisions.
- 1.3 Protect confidential information obtained during business transactions with the company and refrain from disclosing or using such information for personal gain without consent.
- 1.4 Disclose accurate, complete, and transparent information as required by law.

- 1.5 Conduct business in accordance with laws and regulations concerning intellectual property rights and the company's practices regarding the management of personal data when authorized to access it.

2. Resource and Environmental Management

- 2.1 Establish and maintain an environmental management system in accordance with laws and regulations, with continuous improvement and development processes.
- 2.2 Manage processes related to the storage, treatment, disposal, and pollution control of hazardous and non-hazardous waste in compliance with applicable laws and regulations.
- 2.3 Ensure the efficient and effective use of energy and resources.
- 2.4 Consider the value chain and business activities that promote positive impacts on biodiversity.
- 2.5 Conduct business responsibly, considering the impact on local communities and society. Respect local cultures, traditions, and cooperate with communities to contribute to their development where appropriate.

3. Labor Practices and Labor Protection

- 3.1 Employ legally authorized workers in accordance with the laws applicable in their place of operation.
- 3.2 Do not employ child labor below the minimum legal age. In cases where employment of minors is permitted by law, such workers must be protected in full compliance with all applicable legal requirements.
- 3.3 Refrain from assigning female employees to work in conditions that may pose health or safety risks. In cases involving pregnant employees, appropriate protection and legal entitlements must be granted in accordance with applicable labor laws.
- 3.4 Avoid all forms of forced labor or modern slavery, including physical or psychological punishment, threats, discrimination, harassment (both sexual and psychological), detention, or violence in any form.
- 3.5 Guarantee the rights and freedoms of workers to join labor organizations or engage in collective bargaining.

4. Human Rights

- 4.1 Respect human rights and treat employees fairly according to legal and international standards, such as those set by the International Labour Organization (ILO), the United Nations Global Compact, and the Universal Declaration of Human Rights.
- 4.2 Respect the dignity, humanity, and personal rights of employees without discrimination or exclusion based on race, color, religion, gender, age, origin, nationality, citizenship status, sexual orientation, disability, social status, or any other grounds.

5. Working Conditions, Wages, and Benefits

Comply with laws and regulations related to overall working conditions, including working hours, workplace arrangements considering the mental and physical needs of employees, compensation, benefits, termination, and provision of leave days as required by law.

6. Occupational Health and Safety

- 6.1 Comply with occupational health and safety laws and regulations.
- 6.2 Develop and implement occupational health and safety policies to promote a safe and hygienic work environment, including provision of adequate personal protective equipment.
- 6.3 Maintain a safe working environment.
- 6.4 Prepare and implement emergency response plans for possible workplace situations and train employees on safety.
- 6.5 Suppliers must have an occupational health and safety risk management system to reduce potential hazards.

7. Community and Social Development

Conduct business with consideration for the potential impact on surrounding communities and society. Promote participation in community development activities to benefit the public and improve the well-being of communities and society.

8. Monitoring and Evaluation

- 8.1 The Company will support products and/or services from suppliers that comply with this "Supplier Code of Conduct." The Company reserves the right to review and take actions concerning any supplier's operations.
- 8.2 The Company will review the Supplier Code of Conduct annually or whenever necessary due to relevant changes. Any material changes will be communicated to stakeholders.

Whistleblowing and Complaints Channel

If suppliers or other stakeholders have concerns or identify actions that appear to violate laws, regulations, this Business Code of Conduct, or the Company's policies, they can report the issue or file a complaint along with supporting evidence through the following channels:

- **Internal Audit Department**

Head of Internal Audit

Phone: +66 2 935 2000 Ext. Internal Audit Department

Email : whistle.blower.mgc@mgc-asia.com

- **Human Resources and Organization Development**

Director of Group Human Resources and Organization Development

Phone: +66 2 935 2000 Ext. 444

Email : hrod.director@mgc-asia.com

- **By Mail**

Internal Audit Department / Human Resources and Organization Development

Millennium Group Corporation (Asia) Public Company Limited

2222/9 Lat Phrao Road, Phlabphla Subdistrict, Wang Thong Lang District, Bangkok 10310

This Supplier Code of Conduct was approved by the Board of Directors' Meeting No. 1/2025 on 25 February 2025, and shall be effective since 25 February 2025.

- Sign -

(Mr. Pachara Yutidhammadamrong)
Chairman of the Board of Directors