



DELTA ELECTRONICS (THAILAND) PCL
SUPPLIER CODE OF CONDUCT

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PREFACE

As a responsible, world-class corporate citizen, **Delta Electronics (Thailand) Public Company Limited and its subsidiaries ("Delta Thailand")** has been committed to implementing corporate sustainability in line with its business mission "To provide Innovative, Clean and Energy-Efficient Solutions for a Better Tomorrow." In recent years, stakeholders are paying close attention to Environmental, Social, and Corporate Governance (ESG) issues as climate-related risks and opportunities have started to take their toll on economic development. Delta Thailand regards its suppliers as long-term partners. In addition to competitive quality, technology, delivery, and cost, Delta Thailand puts greater emphasis on performance in respect to supply chain governance, environment, and society. Delta Thailand considers suppliers as not only business partners but key stakeholders who support and share in the mutual benefits of sustainable development.

Delta Thailand has formulated its Supplier Code of Conduct (the "**Code**") by referring to the Delta Thailand Code of Conduct, Recommendations of the IFRS S2, Responsible Business Alliance Code of Conduct, UN Guiding Principles on Business and Human Rights, ILO Declaration of Fundamental Principles and Rights at Work, ILO Fundamental Conventions, OECD Guidelines for Multinational Enterprises, and the UN Universal Declaration of Human Rights. Through the Code, Delta Thailand urges suppliers to improve climate resilience, to provide respectable, decent work, and safe work environments for employees, and to ensure that their operations comply with environmental laws and business ethics.

Delta Thailand requires that all of its suppliers (the "**Suppliers**") should abide by the provisions of the Code and laws and regulations of the countries and regions in which they operate. The company also encourages suppliers, contractors, and service providers to willingly agree to and adopt the Code. This Code does not aim to create new or additional third-party rights. To meet the internationally recognized standards listed in the reference materials, parts of this Code may go beyond legal compliance to promote social and environmental responsibility and business ethics. However, this Code will never violate applicable laws. If there are different standards between the RBA Code and applicable laws, the RBA will follow the definition that meets the strictest requirements. The Code defines values and standards of conduct that Delta Thailand shares with suppliers when working together to pursue ESG priorities. Through ongoing communication, evaluations, and audits, as well as benchmarking, Delta Thailand expects suppliers to improve continuously to jointly create value for key stakeholders.

Delta Thailand may cease to have business dealings with suppliers that fail to comply with the Code or are unwilling to cooperate with Delta Thailand's ESG evaluation, audits, and conflict minerals due diligence. Delta Thailand will take suppliers' compliance with the Code and other factors into account when making purchasing decisions.

The Code is composed of six parts. Part A outlines the principles of responding to climate change, Parts B, C, and D outline labor, health and safety, and environmental standards, respectively. Part E provides standards for business ethics; Part F Human Right; Part G outlines the elements necessary for an appropriate management system to implement the Code; Part H describes specific management topics focusing on supply chain; and Part I grievance procedure.

A. CLIMATE CHANGE AND DISCLOSURE

Suppliers should pay attention to global climate trends and assess the impacts of climate change on their products, services, and operations. They should also make continued efforts to reduce their carbon footprints and improve climate resilience. These efforts include, but are not limited to, conducting and disclosing greenhouse gas inventory, promoting energy conservation and GHG reduction within the organization, assessing environmental risks and opportunities, reducing the consumption of water and other natural resources, investing in green research and development for a low-carbon transformation, and taking action with the supply chain to adapt to climate change.

1) Greenhouse Gas (GHG) Inventory and Management

Suppliers should quantify the carbon dioxide equivalent (CO₂e) of greenhouse gases every year, including carbon dioxide (CO₂), nitrous oxide (N₂O), methane (CH₄), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). A GHG inventory should be properly recorded, reviewed, and managed.

2) Reduction in Carbon Footprints

After the annual inventory is conducted, Suppliers should track the GHG emissions trend, analyze reasons for any changes, and identify the main sources of emissions and areas for energy conservation and GHG reduction. To reduce carbon footprints, Suppliers should plan measures for energy conservation and carbon reduction and set short-term, medium-term, and long-term goals for implementation. If introducing renewable power is one of the carbon reduction measures, Suppliers should fully consider the impacts of the sources of renewable power on the environment, society, and biodiversity and decide on the sources with low adverse impacts.

3) Proactive Response to Climate Change

Suppliers should keep track of potential climate-related risks and opportunities for their products, services, and operations, and should understand the impact of climate change on natural resources (such as water resources, biodiversity, etc.) to assess, manage, and respond to climate risks appropriately in order to avoid supply chain disruptions. Suppliers should also establish climate governance and put in place units in charge of setting climate change management indicators based on science-based targets and reduction methodology and reporting climate progress to C-suite executives on a regular basis.

4) Focus on the extended impact of climate change on biodiversity

To achieve Net Positive Impact on biodiversity by 2050, Suppliers should pay attention to the risk, dependence and impact on biodiversity in the process of site setting, material choosing, production and transportation, including avoiding operations locate in or near the sites internationally or nationally recognized Ecologically sensitive areas, and preventing any damage to virgin forests, etc.

5) Communication and Disclosure

Suppliers should engage with its stakeholders including its value chain to strengthen carbon footprints reduction, improve climate resilience and achieve Net positive impact. Supplier must meet Delta's product requirements for carbon footprints and provide necessary product specific GHG emission statistics. Additionally, they are recommended to issue an organizational Greenhouse Gas Verification Statement, establish absolute GHG reduction targets for the entire company, and report on them annually. Suppliers should disclose corporate-level GHG management, as well as the achievement of energy conservation and carbon reduction goals, on their official websites, if any, or other public platforms every year.

B. LABOR

Suppliers are committed to uphold the human rights of workers, and to treat them with dignity and respect according to standards recognized by the international community. This applies to all direct and indirect Suppliers, as well as to all types of workers, including temporary, migrant, student, contract, direct employees, and any other type of worker. The recognized standards, as set out in the References, were used in preparing the Code and may be useful sources of additional information. The labor standards are:

1) Prohibition of Forced Labor

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Suppliers shall maintain documentation on all leaving workers. Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents. Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

2) Young Workers

Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Suppliers shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Suppliers shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation is provided.

3) Working Hours

Studies of business practices clearly link worker strain to reduced productivity, increased turnover, and increased injury and illness. Working hours are not to exceed the maximum set

by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days.

4) Wages and Benefits

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor will be within the limits of the local law.

5) Humane Treatment

There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

Suppliers who own or employ private security organizations (security guards) are prohibited from engaging in violent actions or any behavior that violates human rights, discrimination, harassment, etc. This requirement applies not only to the protection of the company's property but also equally to the protection of laborers, customers, Suppliers, and all other stakeholders.

6) Non-Discrimination/Non-Harassment

Suppliers should be committed to a workplace free of harassment and unlawful discrimination. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Workers shall be provided with reasonable accommodation for religious practices. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

7) Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, Suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

C. HEALTH AND SAFETY

Suppliers recognize that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace. The health and safety standards are:

1) Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Reasonable steps must also be taken to remove pregnant women and 'nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers.

2) Emergency Preparedness

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

3) Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

4) Industrial Hygiene

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

5) Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks is to be identified, evaluated, and controlled.

6) Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

7) Sanitation, Food, and Housing

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Participant or a labor agent are to be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting and heat and ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8) Health and Safety Communication

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training is provided to all workers prior to the beginning of work and regularly thereafter.

D. ENVIRONMENT

Suppliers recognize that environmental responsibility is integral to producing world-class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources within their manufacturing operations, while safeguarding the health and safety of the public. This includes considering ecological and environmental factors such as land, forest, and water rights to ensure their activities do not cause irreversible damage to the local community's residents, environment, and natural resources. The environmental standards are:

1) Environmental Permits and Reporting

All required environmental permits (e.g. discharge monitoring), approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

2) Pollution Prevention and Waste Management and Resource Reduction

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3) Hazardous Substances

Chemicals, waste, and other materials posing a hazard to humans, or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

4) Solid Waste

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

5) Air Emissions

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers shall conduct routine monitoring of the performance of its air emission control systems.

6) Water Management

Suppliers shall implement a water management program and consider setting water-related targets that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

7) Energy Consumption and Greenhouse Gas Emissions

Suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported. Suppliers shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

8) Soil Quality

Suppliers should monitor and control their impact on soil quality to prevent erosion, nutrient degradation, subsidence, and contamination. Company asks its Suppliers to understand that this forms part of its commitment to reduce and control any negative impact that it might have on the environment and to run its business in a socially responsible and environmentally sustainable way.

E. ETHICS

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents are to uphold the highest standards of ethics including:

1) Business Integrity

The highest standards of integrity are to be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement. Suppliers are required to accept Delta's anti-corruption and anti-bribery risk assessment and due diligence procedures and establish relevant anti-corruption and anti-bribery regulations. Furthermore, based on these standards of integrity, Suppliers must not evict residents and their properties from lands and buildings for personal business activities, without legal or other protections, ensuring that the local residents' rights to environmental usage are not infringed.

2) No Improper Advantage

Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given, or accepted. Bribery in the disguised form of donation or sponsor are also not to be allowed. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

3) Disclosure of Information

All business dealings should be transparently performed and accurately reflected on the Participant's business books and records. Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4) Intellectual Property

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

5) Fair Business, Advertising and Competition

Suppliers shall comply with relevant competition laws and regulations, Advertising, and Competition, and also conduct the business on the basis of mutual trust and respect in addition to promoting fair competition and treatment by determining fair trade conditions or pricing.

6) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers (Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.) shall be maintained, unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7) Privacy/Data Protection

Suppliers shall respect the right to privacy by protecting and securing all personal data as well as commit to protecting the reasonable privacy expectations of personal data information of everyone they do business with, including Suppliers, customers, consumers, and employees. Suppliers must comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared in compliance with relevant personal data protection laws.

8) Conflicts of Interest

Suppliers shall not be involved in any conflicts of interest with the Company. If Suppliers or their employees have any interest that may lead to conflicts, they shall disclose such information to the company.

9) Cybersecurity

Suppliers shall maintain and protect their business information, networks, and online systems by ensuring their security in compliance with relevant cybersecurity laws and regulations.

10) Financial Integrity and Disclosure

Suppliers shall maintain their financial integrity by properly recording and disclosing financial information to the company and establishing guidelines on preventing the use of inside information and opposed to activities involving money laundering, trading illegal goods, etc.

11) Economic Sanctions and Export

Economic sanctions and export controls may restrict or prohibit business dealings with specified individuals, entities, or countries. They can also restrict or prohibit the export or import of certain goods or services. The penalties for non-compliance with sanctions and export controls, even if unintentional, can be severe for both Company and its Suppliers. We require all our Suppliers to comply with all applicable export controls and economic sanctions and to have policies and processes in place to ensure none of its businesses or employees engage in a prohibited transaction.

12) Community and Social Responsibility

Suppliers shall act as good corporate citizens and operate their businesses responsibly by considering their community and social impacts. Suppliers shall also respect cultural diversities and local traditions as well as cooperate and participate in community and social development.

13) Quality and Standard of Products and Services

Suppliers shall deliver quality and environmentally friendly products and services while also establishing control and management processes in accordance with quality and safety standards.

(1) Production Quality Control

Suppliers shall control the quality of products and services, product design, the production process, and quality inspections to meet standards and contractual requirements.

(2) Responsible Sourcing

Suppliers shall provide and deliver products and services that meet specifications, are of quality, safe, do not negatively impact the community, society, and environment, and are not controlled under trade laws. In addition, Suppliers shall establish their own supplier selection process and verify the source of raw materials to ensure they are not sourced from conflict minerals, illegal acts or human rights violations, as well as establish a sustainable procurement policy for Suppliers.

(3) Traceability

Suppliers shall establish a traceability and disclosure process to confirm the source of raw materials, products and services, in addition to ensuring that their products and services meet quality and safety standards.

F. Human Rights

Suppliers shall conduct their business by upholding the commitment to human rights principles, which are fundamental rights that all people are entitled to receive.

1) Compliance with Human Rights Principles

Suppliers shall respect human rights and individual rights, including promoting the right to life and liberty, freedom of thought, speech, belief, religion, personal security, diversity, inclusion, and equality without discrimination.

2) Freedom of Association and Collective Bargaining

Suppliers shall respect the right to freedom of association, peaceful assembly, participation in political activities, expression, and collective bargaining in compliance with legal procedures.

3) Land Rights

Suppliers shall respect the rights of communities and indigenous people. All acquisitions of land must be made with free, prior, and informed consent in compliance with applicable laws and regulations. Access to land must not affect the way of life and identity of the indigenous people.

G. MANAGEMENT SYSTEMS

Suppliers shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement. The management system should contain the following elements:

1) Management Accountability and Responsibility

The Participant clearly identifies senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

2) Legal and Customer Requirements

A process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

3) Risk Assessment and Risk Management

A process to identify the legal compliance, environmental, health and safety and labor practice and ethics risks associated with Participant's operations. Determination of the relative significance for each risk and implementation of appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

This also includes the development and regular review of Business Continuity Planning (BCP), proactively assessing potential threats that may affect supply chain stability (such as natural disasters, human accidents, emergency situations, etc.), establishing BCP, and providing regular training for employees to ensure a swift recovery of operational service capability in the event of unforeseen circumstances.

4) Improvement Objectives

Written performance objectives, targets and implementation plans to improve the Participant's social, environmental, and health and safety performance, including a periodic assessment of Participant's performance in achieving those objectives.

5) Training

Programs for training managers and workers to implement Participant's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

6) Communication

A process for communicating clear and accurate information about Participant's policies, practices, expectations, and performance to workers, Suppliers, and customers.

7) Worker Feedback, Participation and Grievance

Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

8) Audits and Assessments

Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

9) Corrective Action Process

A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

10) Documentation and Records

Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

G. SUPPLY CHAIN MANAGEMENT

Suppliers should establish procedures to communicate the requirements of this Code to Suppliers and oversee Suppliers' compliance with the Code.

1) Company Commitment

Corporate social and environmental responsibility policy statements affirming Participant's commitment to compliance and continual improvement, endorsed by executive management, and posted in the facility in the local language.

2) Materials use and Resource efficiency

To comply with all applicable regulations and customer requirements for different countries, should reduce negative impacts on the environment (such as minimize water usage, energy consumption, and waste generation) and social aspects (such as human rights, harming local communities, and rural development). Materials with third-party verification should be prioritized, and Suppliers should work toward increasing the percentage of recycled materials used in products and packaging. Establishing goals, tracking progress, and maintaining records for recycled materials and product recovery are recommended. Suppliers should increase the using percentage of recycled materials and other related materials and the product recovery rate under technical quality feasibility.

To promote resource efficiency, Suppliers should practice conservation and sustainability by modifying production, maintenance, and facility processes, substituting materials, re-using, conserving, recycling, or adopting other methods to reduce the consumption of natural resources, including water, fossil fuels, minerals, and virgin forest products.

3) Responsible Sourcing of Minerals

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, cobalt, and mica in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

4) **Supplier Responsibility**

A process to communicate Code requirements to Suppliers and to monitor supplier compliance to the Code. According to Delta's Supplier's Management Procedure ([Doc. No. 06-0009](#)), Delta shall conduct supplier QBR/ rating where supplier's ESG responsibility accounts for 10% of the total score. Qualified suppliers must pass the QBR/ rating assessment with minimum 70% score. Delta shall reward/ incentivize the supplier with good score and review the share allocation annually.

H. **WHISTLEBLOWING AND GRIEVANCE PROCEDURE**

Delta has a formal Whistleblowing and Grievance Procedure via the following channels:

Hotline:	Thailand +66 2 7092800 Ext. 5329 or 5005
Email:	delta@whistleblowing.link
Website:	https://delta.whistleblowing.link/
Mailing Address:	P.O. Box 241 Phra Khanong Post office Bangkok Thailand 10110

EFFECTIVE DATE

This policy is effective May 31st, 2024

EDITION HISTORY

The first edition as was in 2024 May.



Letter of Acknowledgment and Compliance

I have read, understood, and acknowledged this Supplier Code of Conduct. I agree to accept and carry out such requirements to conduct business to the best of our ability by informing all relevant employees, workers, and staff to acknowledge and comply with this Supplier Code of Conduct. I also give my consent to supplier audits conducted by the company and evaluations of my performance in accordance with the intent of this Suppliers Code of Conduct.

As evidence, I have signed and affixed the company seal (if any) to mark this document as important.

Supplier's Company Name/Juristic person name/Name-Surname:

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Address:

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Tel No:..... Email:.....

Signed and affixed the company seal (if any).

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(.....)
Authorized Signatory
Position :
Date :/...../.....