



Thai Steel Cable PCL

Supplier Code of Conduct



VISION วิสัยทัศน์

To be world class
automotive part manufacturer
เป็นผู้ผลิตชิ้นส่วนยานยนต์ระดับโลก

MISSION ภารกิจ



MARKET - Expand to the world market
ด้านการตลาด - มุ่งสู่ตลาดโลก



R&D - To be the world class designer
ด้านการวิจัยและพัฒนาผลิตภัณฑ์ - มุ่งสู่การเป็นผู้ออกแบบระดับโลก



ORGANIZATION - To be the learning organization
ด้านองค์กร - มุ่งสู่ความเป็นองค์กรแห่งการเรียนรู้



PRODUCT - To be product of world standard quality
ด้านผลิตภัณฑ์ - พัฒนาสินค้าให้มีคุณภาพระดับโลก

Well-balance of work and life
Maximum value to all stakeholders
People and organization that grow together
Moving forward at all time
Promote good society

PHILOSOPHY

ปรัชญา



สร้างสมดุลระหว่างการทำงานและชีวิต
สร้างมูลค่าสูงสุดให้กับผู้เกี่ยวข้องทั้งหมด
คนและองค์กรที่เติบโตไปพร้อมกัน
ก้าวไปข้างหน้าอย่างไม่หยุดยั้ง
ร่วมสรรค์สร้างสังคมที่ดี

People
Society
Environment
Ethic
Knowledge
Quality

VALUE
คุณค่า



คน
สังคม
สิ่งแวดล้อม
จริยธรรม
ความรู้
คุณภาพ

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Business Ethics

1.1 Corporate Governance

Suppliers must comply with all applicable laws and regulations related to business operations with transparency, integrity, and accountability, adhering to good corporate governance principles.

1.2 Fair Business Practices

Suppliers must treat all stakeholders fairly and responsibly, operating within the framework of fair competition laws.

1.3 Confidentiality

Suppliers must maintain the confidentiality of proprietary information and prevent unauthorized disclosure, including respecting the intellectual property rights of others.

1.4 Intellectual Property Rights

Suppliers must respect and not infringe upon the intellectual property rights of others, implementing measures to prevent such violations.

1.5 Conflict of Interest

Suppliers must avoid any actions that may lead to conflicts of interest or personal gain that could interfere with business decisions.

1.6 Anti-Corruption

Suppliers must not engage in any form of corruption or bribery and are encouraged to participate in anti-corruption initiatives.

Labor and Human Rights



2.1 Compliance with Labor Laws

Suppliers must adhere to all labor laws and human rights standards.

2.2 Non-Discrimination

Suppliers must treat all employees fairly and equally, prohibiting discrimination based on nationality, religion, gender, age, education, or other factors.

2.3 Freedom of Association

Suppliers must respect employees' rights to freely associate and engage in collective bargaining in accordance with local laws.

2.4 Non-Use of Forced Labor / Child Labor / Illegal Labor

- Comply with human rights principles and refrain from using threats or punitive measures to complete work, including forced overtime, human trafficking, debt bondage, prison labor, or slavery.
- Do not employ children of compulsory school age, including those under 15 years old or below the legal minimum age. Additionally, do not employ children under 18 in work that is hazardous, harmful to health or safety, or morally or ethically inappropriate.

- Do not employ illegal labor. For foreign workers, ensure employment is fully compliant with all regulations of the Ministry of Labor and is verifiable.

2.5 Wages and Benefits

Supplier must establish working hours, days, and schedules, as well as rest days in accordance with applicable laws. They are required to provide wages, remuneration, benefits, and welfare to employees legally and fairly.

2.6 Termination Procedures

Suppliers must have clear and lawful procedures for employee termination, ensuring compliance with labor laws.

2.7 Freedom of Association and Collective Bargaining

Business partners must respect individuals' rights to freedom of association, peaceful assembly, participation in political activities, expression of opinions, and engagement in collective bargaining in accordance with legal procedures.

Health and Safety



3.1 Workplace Safety

Suppliers must comply with occupational health and safety laws, providing a safe working environment to prevent accidents and injuries.

3.2 Personal Protective Equipment (PPE)

Suppliers must provide appropriate PPE to employees based on job requirements.

3.3 Emergency Preparedness

Suppliers must have emergency response plans and communicate them effectively to employees.



Environment

4.1 Environmental Compliance

Suppliers must comply with environmental laws and regulations, managing waste and emissions responsibly.

4.2 Environmental Awareness

Suppliers should be aware of their environmental impact and strive to use resources efficiently.

4.3 Environmental Impact Prevention and Mitigation

Business partners shall implement systematic measures to prevent and mitigate environmental impacts from their operations. This includes establishing effective management systems for wastewater, waste, chemicals, and air emissions, as well as protecting biodiversity.

4.4 Promotion of Environmentally Friendly Technologies

Business partners shall promote the use of environmentally friendly technologies to help reduce the impacts of climate change by lowering greenhouse gas emissions.

Community and Social Engagement

5.1 Community Impact

Suppliers should consider the impact of their operations on local communities and conduct regular assessments.

5.2 Support for Community Development

Suppliers should support and participate in initiatives that improve the quality of life in local communities.



Monitoring of Compliance with the Supplier Code of Conduct

The Company requires that compliance with the Supplier Code of Conduct be monitored at least once a year in accordance with the annual Supplier Yearly Audit Plan, covering all suppliers (100%).



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