



Business Code of Conduct of Food Ingredient Technology Co., Ltd.

Message from Chief Executive Officer

Food Ingredient Technology adhered to sustainable-business operation with honesty, integrity and transparency. To ensure that all executives and employees shall carry out all activities under this concept, the Company has provided "Business Code of Conduct of Food Ingredient Technology" so that our employees at all levels shall give importance to the conduct all activities under the framework of "Business Code of Conduct of Food Ingredient Technology".

Food Ingredient Technology appreciated all executives and employees for operating their works under the framework of "Business Code of Conduct of Food Ingredient Technology" and passing on this good corporate culture to our employees, trading partners and the society, and wished that everyone shall perpetually adhere to follow this Business Code of Conduct.

Announcement date 24 February 2023

A handwritten signature in blue ink, appearing to be 'Vijai Visuthikraisee', is written over a faint, light blue grid background.

Mr. Vijai Visuthikraisee

Chief Executive Officer

FOOD INGREDIENT TECHNOLOGY CO., LTD.

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Definitions:

"Company"	means	Food Ingredient of Technology Co., Ltd.
"Employees"	means	Executives and all employees of Food Ingredient Technology Co., Ltd.
"Business Code of Conduct"	means	The Code of Conduct for business operation of Food Ingredient Technology Co., Ltd.
"Corporate Governance Committee" means		The committee established for determination, control and review of operation of works of Food Ingredient Technology, executives and employees to be in accordance with the Business Code of Conduct of Food Ingredient Technology Co., Ltd.
"Clients "	means	Clients of goods and/or services of Food Ingredient Technology Co., Ltd.
"Trading Partners"	means	Suppliers of goods and/or services to Food Ingredient Technology Co., Ltd.
"Stakeholders"	means	Related party of the Company such as Stakeholders, Employees, Clients, Trading partners, Creditors, Competitors, The public sector, Communities as well as other organizations in the society.

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Business Code of Conduct of Food Ingredient Technology Co., Ltd.

Food Ingredient Technology Co., Ltd. has given the importance to conduct all activities in accordance with laws, code of ethics, corporate culture, as follows:

1. Respect for Employees

Food Ingredient Technology Co., Ltd., represented by the Corporate Governance Committee, shall determine and review policies and work rules and regulations, employment of labor, including guidelines for treatment to employees under the labor protection laws, Thai labor standard, Human Right and the code of ethics and good morals without prejudice or discrimination, give employees an opportunity to gather discuss and give suggestions to the company, as well as personnel development so that employees shall obtain proper knowledge, abilities and career growth and advancement opportunities, and promotion of mutual treatment among employees with the code of ethics and good morals.

2. Caring about Stakeholders

2.1 Caring about Clients

Food Ingredient Technology Co., Ltd. is aware the importance of building clients engagement by delivering quality, safe and hygienic goods and services to our clients with fair prices, including continuous development of goods to guarantee the highest clients satisfaction.

2.2 Caring about Trading Partners

Food Ingredient Technology Co., Ltd., represented by the Corporate Governance Committee, shall determine policies and rules of treatment to trading partners to be in accordance with the related laws for the purposes of transparency, justice and accountability; whereas, the Company's trading partners shall receive equal treatment and promotion of good relationship. Employee who is a company's representative must avoid conducting activities which are risky to any conflict of interests, breach of covenants or business intervention which may result in unlawful benefits to themselves or to the Company.

2.3 Responsibilities to Communities and the Society

Food Ingredient Technology Co., Ltd. shall conduct activities which promote careers and strength of communities for sustainable growth of the Company and communities.

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2.4 Responsibilities for Safety and Environment

Food Ingredient Technology Co., Ltd. shall determine policies by taking account of occupational health and safety of employees and members of nearby communities, including promotion of well-being of employees and communities, including conduct activities with care and awareness of the impacts to environment and communities.

2.5 Competitor Treatment

Food Ingredient Technology Co., Ltd. shall treat the competitor under fair framework, not search a secret information of the competitor with any unfaithful or inappropriate way and not do any wrongful against of the competitor's intellectual property including not infringe the competitor's reputation without truth.

3. Anti-Corruption

Food Ingredient Technology Co., Ltd. has countered all types of corruption and shall take actions against its employees who committed malfeasance or abused their functions resulting in impairment of reputation and benefits of the Company or stakeholders as per the work disciplines.

4. Conflict of interests

Food Ingredient Technology Co., Ltd. shall determine policies and shall prevent any conflict of interests and conduct of activities which are risky to any conflict of interests among employees or on behalf of Food Ingredient Technology Co., Ltd, and shall strictly keep the business confidential and its trading partners.

5. Communication with Stakeholders

Food Ingredient Technology Co., Ltd., represented by the Corporate Governance Committee, shall determine policies, methods, processes and communication channels between Food Ingredient Technology Co., Ltd. and all groups of its stakeholders so that stakeholders shall receive correct data of Food Ingredient Technology Co., Ltd. and shall be able to notify data relating to non-compliance with the Business Code of Conduct of the Company and relating to employees through the prescribed communication channels; whereas, Food Ingredient Technology Co., Ltd. shall strictly keep confidential of the complaints and shall take actions according to the prescribed processes.

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6. Compliance with the Laws on Child Labor, Forced Labor, Slave Labor and Human Trafficking

Food Ingredient Technology Co., Ltd. shall comply with all laws and regulations related to no child labor, forced labor, slave labor and human trafficking for carrying on its business.



Business Code of Conduct

And Labor Practices for Trading Partners/Clients of Food Ingredient Technology Co., Ltd.

Acknowledgement

The signature below confirms that I have read and understood the Business Code of Conduct and Labor Practices for Trading Partners/Clients of Food Ingredient Technology Co., Ltd. I am the authorized representative of the company, I acknowledge this practices.

Food Ingredient Technology Co., Ltd. reserved the right to change the practices and will provide a copy of the change to all Trading Partners/Clients for signature.

Company name

Signature

Name-Surname

Position/ Title

Date

Company Seal Stamp

A large, empty rectangular box with a thin black border, intended for a company seal stamp.