



GeTeCe Supplier Code of Conduct

With an outstanding history that spans back to 1978, Over 42 Years GeTeCe has our extensive experience across Chemicals, Fragrances, and Flavours industries. Based in Thailand, we have developing high quality ingredient solutions which inspire innovation and can help you stay one step ahead of the competition.

Under the following working philosophy “Bonding Possibilities” that has been established in the mind of our people as a guideline in treating its stakeholders to growing together and develop sustainably, As the VISION that “Thailand’s preferred and trustworthy Business Partners for both customers and suppliers, well-known for the insightful knowledge of Thai market from consumers through to business corporations.”

With full recognition that suppliers are one of the stakeholder groups essential for business growth, we are committing to treating our partners based on equality, transparency, and fairness. We are determining to refrain from any activities or any acts that may lead to a conflict of interests. Contracts and agreements are to be maintained and fulfilled to ensure a good business relationship. All of these acts are under the direction of sustainable business partner’s development

This Code of Conduct is a guideline aimed at binding between the Company and its partners. Distributors, contractors, service providers, lessors or lenders who deliver goods or services to H&H Solutions.

We believe that sustainable growth must be built based on business ethics. To simultaneously build up business growth sustainably. H&H Solutions encourages its business partners who are impacted by its business, either through gain or loss of benefits that are related to their interests to operate their business with adherence to ethical standards of business, as well as promote them to have a sustainable procurement policy that applies to their business partners.

1. Integrity

Suppliers must comply with the rules and regulations relating to business conduct, adhering to accountability, transparency and audibility under the principles of good governance to their stakeholders. And must not engage in any actions that involve any form of fraud and corruption, directly or indirectly.

2. Bribery and business gratuities

Suppliers shall not offer, solicit, accept, or agree to receive any form of bribe. Or any other action that exceeds its normal value, advocates, benefits, or acts that induce or may bring undue advantage to both oneself and others.

3. Information disclosure

Suppliers shall neither disclose nor execute our information without prior approval from H&H or interfere with others' confidential information.

4. Conflict of Interest

Suppliers must refrain from being involved in H & H People that may cause conflicts of interest with H&H Solutions.

5. Legal Compliance

Suppliers must conduct business following the laws and regulations of the countries in which trading partners operate

6. Respect for intellectual property rights

Suppliers shall respect the intellectual property of others and refrain from engaging in any actions that may violate the intellectual property rights of others.

Labor practice

Suppliers shall operate their business with adherence to respect for international human rights principles. As human rights are one of major concern and the basic rights that individuals are equally entitled to be protected, authenticated, and defended. Suppliers are required to comply with the following practices.

1. Equitable treatment

All employees have to be treated equally and fairly. The violation of human rights and discrimination upon physical disability, race, nationality, religion, sex, age, education, political thinking, sexual orientation, union membership

2. Labor protection

Suppliers shall not use child labor and shall adhere to the minimum age of employment as stipulated by laws and regulations. Members of the workforce aged between 15-18, if unavoidable, have to be protected, including their wages and other benefits and rights in



accordance with labor laws. Suppliers shall be prohibited to require a female employee to work under hazardous to health and safety. In case that the female employee is pregnant, shall be protected, including other benefits and rights in accordance with labor laws.

3.Compensation

Suppliers have to strictly follow related laws about wages, overtime, holiday remunerations, fringe benefits, and welfare.

4.Working hours and Labor force

Suppliers shall comply with applicable laws on regular working hours and overtime hours.

Suppliers shall not force their labors in any form either physical punishment, threat, imprisonment, human trafficking or violence.

Responsibility for safety, occupational health, and the environment

Suppliers must strictly comply with laws, rules, regulations, policies, and guidelines that govern safety, occupational health and the environment. Including watchful and cautions of any irregularities, as well as behaviors that do not comply with safety requirements. You must also report the incident to a person responsible to resolve the problem

1.Safety in the working environment

Ensure the work environment is safe for stakeholders and their assets. Suppliers have to have an emergency plan and train their employees to understand and take appropriate actions.

2.Personal protective equipment (PPE)

Assess risks both before and during operation in terms of readiness of stakeholders. Suppliers have to provide their employees with suitable and sufficient personal protective equipment.

3.Environment

Commitment to environmental conservation by utilizing natural resources efficiently with minimal impact on communities and the environment. Suppliers have to separate hazardous waste, including waste and pollution management.