



บริษัท ไทยซัมมิท ฮาร์เนส จำกัด (มหาชน)  
THAI SUMMIT HARNESS PUBLIC COMPANY LIMITED



Management  
System  
ISO 14001:2015  
ISO 45001:2018  
IATF 16949:2016  
www.tuv.com  
ID 9105016274



202 หมู่ 3 นิคมอุตสาหกรรมแหลมฉบัง อ.ศรีราชา จ.ชลบุรี 20230 โทร. (038) 490760-7 แฟกซ์. (038) 490768  
202 Moo 3 Laemchabang Industrial Estate Sriracha City Chonburi Province 20230 Tel. (038) 490760-7 Fax. (038) 490768

Announcement TSHG017/2023

Code of Conduct Thai Summit Harness Group

\*\*\*\*\*

This code of conduct is prepared as a guideline to ensure all stakeholders that our business comply with ethical and legal. It is the responsibility of all employees to acknowledge and follow this guideline.

1. Considering the Benefit of Stakeholder Thai Summit Harness Group is committed to conducting business with honesty, transparency and adhering to the principles of corporate governance, and good social ethics for the sustainable growth of the company by considering the interests of stakeholders as follows:

1.1 Shareholder

- Respect the rights of every shareholder equally, and value the suggestions of shareholders by putting them into practice.
- Managing effectively with honesty, transparency by using knowledge, abilities and management skills to the fullest in order for the company to prosper and generate appropriate returns for shareholders.
- Disclose budget information adequately. Completely providing the operating results and financial documents to shareholders with accuracy, transparency, clarity and fairness.

1.2 Customer

- Satisfy customers' requirement with good quality and safe products as well as providing equal services.
- Integrity and fairness to customers.
- Provide information that is complete, accurate, fair, without distorting facts to customers.
- Listen to opinions, suggestions and provide correct information to customers.
- No disclosure of customer confidential information.

1.3 Employee

- Continuously promote and improve the knowledge and competency of employees to enhance the knowledge and competence of employees for their career advancement and career stability with equality and non-discrimination.
- Provide reasonable compensation for each function according to knowledge responsibilities and contributions.
- Provide appropriate welfare.
- Provide Fairness and the right to complain about work, listen to opinions and suggestions as well as promote and support all committees as required by law in carrying out activities according to their roles both internally and externally.
- Organize a workplace in a safe environment, sanitarian and conducive to working efficiently.



บริษัท ไทยซัมมิท ฮาร์เนส จำกัด (มหาชน)

THAI SUMMIT HARNESS PUBLIC COMPANY LIMITED



Management System  
ISO 14001:2015  
ISO 45001:2018  
IATF 16949:2016  
www.tsz.com  
ID 9105016274



202 หมู่ 3 นิคมอุตสาหกรรมแหลมฉบัง อ.ศรีราชา จ.ชลบุรี 20230 โทร. (038) 490760-7 แฟกซ์. (038) 490768  
202 Moo 3 Laemchabang Industrial Estate Sriracha City Chonburi Province 20230 Tel. (038) 490760-7 Fax. (038) 490768

- Respect the rights of employees. As well as keeping the history of employee as confidential information.

#### 1.4 Partner

- Cooperate in exchanging useful information for joint business operations.
- Integrity and fairness to customers.
- Listen to opinions, suggestions and provide correct information to customers.

#### 1.5 Society and Community

- Perform activities to create and develop community society on a regular basis, so the society and community in which the company is located obtained a better quality of life.
- Responsible and committed to preserving the environment as well as local traditions where the company is located.
- Respond quickly and efficiently to events that have an impact on the environment, society and community as a result of the Company's operations.

## 2. Conflict of Interests

At work, there may be situations where personal interests conflict with the interests of the company. There are many forms of Conflict of Interests, therefore, the Company has established a conflict-of-interest policy as follows:

- 2.1 Employees should avoid any action that is contrary to the interests of the Company whether it comes from dealing with people involved in the trade of the company, such as business partners, competitors, or information obtained from being an employee for personal benefits and business operations that compete with the company or work other than the company which affects the work in the duties
- 2.2 Employees do not take any money or other benefits personally from customers, partners of the company or from any person as a result of working on behalf of the company
- 2.3 Any business dealings with the Company, whether on behalf of the individual, family or on behalf of any legal entity in which the employee has an interest, must first disclose the interest to the Company.

## 3. Information Disclosure

Financial reporting and accounting. The company shall comply with principles and standards in accounting. Accurate and complete reporting of financial information and proper internal control including having a process to ensure that Financial reporting and accounting are in line with the law, rules and regulations for the registration of the establishment of the company.

4. **Compliance with Laws and Regulations:** All employees shall comply with laws and regulations that affect the business operations of the company.





**บริษัท ไทยซัมมิท ฮาร์เนส จำกัด (มหาชน)**  
**THAI SUMMIT HARNESS PUBLIC COMPANY LIMITED**



Management  
System  
ISO 14001:2015  
ISO 45001:2018  
IATF 16949:2016  
www.tuv.com  
ID 9105016274



202 หมู่ 3 นิคมอุตสาหกรรมแหลมฉบัง อ.ศรีราชา จ.ชลบุรี 20230 โทร. (038) 490760-7 แฟกซ์. (038) 490768  
202 Moo 3 Laemchabang Industrial Estate Sriracha City Chonburi Province 20230 Tel. (038) 490760-7 Fax. (038) 490768

**5. Ethic and Equality of Business Operation**

- 5.1 The company will operate business ethically and do not discriminate customers, business partners, competitors, shareholder, and employees.
- 5.2 The company do not unfairly take advantage or disadvantage of business operation.
- 5.3 The company will do not recruit a person by discriminating on the basis of nation, race, gender, age, religion, physical impairment, and political mindset.
- 5.4 The company will be responsible for making a good working environment.
- 5.5 The company will protect the personal data of employees in accordance with PDPA.

**6. Utilization and Loss Prevention of Company Assets**

- 6.1 All employees must efficiently and carefully use company assets.
- 6.2 All employees must be aware of and must not publish confidential data of the company.
- 6.3 All employees must not use their position level, or take business opportunities, assets, data, of the company for their personal use.

**7. Corruption Prevention**

In order to prevent corruption in the company, all personnels whose duties are in recruitment, annual performance evaluation, purchasing and vendor selection, incoming material inspection for manufacturing process must strictly work in accordance with regulations, work instructions, and procedures of the company. The company has taken an action for those corruptions as follows:

- 7.1 The company will provide a working audit process for loss prevention from corruption and exploitation.
- 7.2 The company will thoroughly audit a working process of employees in accordance with regulations, legals, and laws of Thailand and the company.
- 7.3 The company will organize a human resource management system which is standard, transparent, and verifiable.
- 7.4 The company will organize an internal control system which is efficient to immediately prevent and audit, such as information system for management, quality system and management.
- 7.5 The company will penalize an offender without any exceptions.

**8. Political Participation**

- 8.1 The company will not fund or support any assets for political candidate, except the contribution is permitted by law and democracy.
- 8.2 The company does not allow employees to use all company assets for electoral campaign, political raise funds, or any purposes of any political parties.
- 8.3 The company does not allow any employees to command, assign, or persuade their subordinates or colleagues to participate in all kind of political activity.



บริษัท ไทยซัมมิต ฮาร์เนส จำกัด (มหาชน)  
THAI SUMMIT HARNESS PUBLIC COMPANY LIMITED



Management  
System  
ISO 14001:2015  
ISO 45001:2018  
IATF 16949:2016  
www.tuv.com  
ID 9105016274



202 หมู่ 3 นิคมอุตสาหกรรมแหลมฉบัง อ.ศรีราชา จ.ชลบุรี 20230 โทร. (038) 490760-7 แฟกซ์. (038) 490768  
202 Moo 3 Laemchabang Industrial Estate Sriracha City Chonburi Province 20230 Tel. (038) 490760-7 Fax. (038) 490768

9. Operations of Quality, Safety, Health, and Environment

The company has firmly operated and realized the importance of quality system, food safety, energy conservation, environmental management, labor standards, social responsibility, and occupational health and safety.

The company has established quality management system in order to continuously improve, maintain, and sustain the organization, customer satisfaction, society, community, and all employees and their stakeholders have firmly realized and performed these principles.

This announcement shall apply to the Company as follows: TSH , TSCP , TS-COM

Revised and effective from 15 May, 2023 onwards

( Mr.Chutinat Sirimangkalakitti)  
Director of Wiring Harness Division