



SUPPLIER CODE OF CONDUCT

ONYX Hospitality Group (OHG) and its people are committed to operate and conduct our business in an environmentally, socially and economically sustainable manner, ensuring satisfaction of all our stakeholders. To encourage compliance with all legal requirements and ethical business practices, OHG has established this Supplier Code of Conduct (the “Code”) for OHG’s suppliers (“Suppliers”) in Thailand.

Compliance with Laws and Regulations

Suppliers are required to abide by all applicable laws, codes or regulations regarding wages and benefits, workmen’s compensation, working hours, environmental impact and product safety.

Employment Practices :

Suppliers should not employ workers under the legal age for the type of work being performed in any facility in which the Supplier is doing work for OHG. In no event should Suppliers use employees younger than 15 years of age.

Suppliers are expected not to utilize forced, prison, or indentured labour, or workers subject to any form of compulsion or coercion to perform work or produce goods for OHG.

Suppliers are expected to provide a safe and healthy working environment for their employees.

To the extent required by law, Suppliers should establish company-wide practices and/or policies implementing the standards outlined in this Code and post notices of those policies for their employees. The notices should be in all languages to fully communicate the policy to its employees.

Environmental Protection

Suppliers are expected to comply with laws and regulations protecting the environment and not to adversely affect the local community.

Suppliers are encouraged to develop and integrate sustainable practices, to reduce use of energy and water, make efforts to minimize packaging and re-use and recycle the waste and resources consumed by its business wherever practical.

Suppliers are encouraged to engage its customers, colleagues, partners, suppliers and contractors in their efforts to protect the environment.

Integrity

Suppliers are expected to respect the intellectual property of others.

Suppliers are required to ensure that products and services are sourced and delivered in accordance with industry standards.

../2

SAFFRON | ORIENTAL RESIDENCE | AMARI | SHAMA | OZO | THE MOSAIC COLLECTION

Corporate Office

847 Petchburi Road Bangkok 10400 Thailand

T +66 (0) 2255 3767 +66 (0) 2255 4588 F +66 (0) 2255 3718 E email@onyx-hospitality.com

W www.onyx-hospitality.com





Application

The Code is a general statement of OHG’s expectations with respect to its Suppliers. The Code should not be read instead of but in addition to the Supplier’s obligations as set out in any agreements between OHG and the Supplier. In the event of a conflict between the Code and an applicable agreement, the agreement shall prevail.

Each Supplier is encouraged to conduct audits and inspections to ensure their compliance with this Code and applicable regulations and legal standards. Suppliers’ co-operation and commitment in this regard is essential for being an OHG supplier and for a mutually beneficial business relationship.

Acknowledged by Date

Company name

If your company holds an ISO or any third-party environment/social scheme, please specify and provide us a copy of supporting document :

If your company runs or supports a social responsible programme, please specify :
.....

SAFFRON | ORIENTAL RESIDENCE | AMARI | SHAMA | OZO | THE MOSAIC COLLECTION