

RESPONSIBLE SOURCING POLICY

POLICY APPROVED BY THE BOARD OF DIRECTORS

POLICY OWNER: PROCUREMENT DEPARTMENT MANAGER

POLICY EFFECTIVE DATE: 1 JUNE 2025

Interthai Pharmaceutical Manufacturing Limited is committed to responsible and ethical sourcing that contributes to environmental, social, and economic sustainability. This policy outlines our expectations and guiding principles for all suppliers, subcontractors, and business partners who provide products, raw materials, or services. We aim to embed sustainability into procurement decisions and ensure that all key suppliers have signed our Supplier Code of Conduct by 2026.

Core Principles

1) Organizational Governance

- Embed sustainability into procurement decision-making processes.
- Ensure transparency, accountability, and ethical governance in supplier relationships.
- Encourage an awareness of sustainable development among all employees involved in the procurement process.

2) Human Rights

- Ensure suppliers comply with national human rights laws and frameworks
- Prohibit child labor, forced labor, modern slavery and human trafficking in our supply chain.
- Support suppliers in implementing fair and human rights policies.

3) Labour Practices

- Encourage diversity, equity, and inclusion in procurement processes.
- Ensure, in collaboration with suppliers, that decent work is provided (e.g. fair wages, limits to working time, rest periods: holidays, disciplinary and dismissal practices)
- Uphold freedom of association and collective bargaining rights for workers.
- Contribute, in collaboration with suppliers, to the development and maintenance of occupational health and safety systems and to the prevention of harm to health caused by working conditions.

4) The Environment

- Ensure suppliers implement pollution prevention measures to minimize emissions, waste, and hazardous substances.
- Promote sustainable resource use by encouraging efficient water, energy, and raw material consumption.
- Support suppliers in adopting climate change mitigation and adaptation strategies, including reducing greenhouse gas emissions and enhancing climate resilience.
- Encourage suppliers to protect biodiversity and restore natural habitats affected by their operations.

5) Fair Operating Practices

- Enforce anti-corruption, anti-bribery, and fair competition practices in procurement operations.
- Promote integrity, honesty, and accountability among suppliers and partners.
- Require compliance with local and international regulatory standards related to ethical sourcing.

6) Consumer Issues

- Ensure that procured materials meet quality and safety standards
- Work with suppliers to enhance product traceability, transparency, and responsible sourcing.
- Maintain ethical marketing and communication practices that prioritize consumer health and safety.

7) Community Involvement and Development

- Support local sourcing and small businesses to foster economic development.
 - Engage suppliers in corporate social responsibility (CSR) initiatives that benefit communities.
 - Collaborate with stakeholders to drive sustainable innovations in the pharmaceutical supply chain.
-