



บริษัท พัฒนาการตลาดปลาป่น จำกัด (สำนักงานใหญ่)

Fishmeal Marketing Development Co.,Ltd.

開發魚粉企業有限公司

เลขประจำตัวผู้เสียภาษี 0105535136700

Ethics and Business Relations

All Business Partners of PT Aqua Farm Nusantara must meet, at a minimum, environmental and social indicators as defined in the attached points. This Code of Ethics aims to ensure that each supplier operates ethically, legally, and responsibly, in accordance with PT Aqua Farm Nusantara's standards.

1. Ethics Policy

Fostering honest, responsible business relationships and respectful business relationships.

2. Respecting the Law

Commit to complying with all regulations and laws including applicable environmental regulations, and encourage compliance with the law to be followed by all business partners. This is evidenced by:

- **SIUP, TDP, or NIB** : *(please fill in one)* ISO9001, ISO22000
- **ISO, SNI, and other certificates:** *(Please include your name and certificate number)*

3. Human Rights

In conducting its business, it will respect human rights including no forced labor, bonded, compulsory labor or human trafficking, contract employees transparently, be given freedom to associate and bargain together, no discrimination, will not employ child and adolescent labor under 18 years old and provide permanent employment provided.

Implement applicable regulations and laws regarding legal wages, including minimum wages, overtime and maximum working hours.

4. Safety, Health and Environment

Provide a safe, decent, healthy working environment and accommodation for workers. Physical violence or discipline, threats of physical violence, sexual harassment or other harassment and verbal harassment or other forms of intimidation are prohibited. Disciplinary practices should respect the dignity and health of employees.

In carrying out its operations, it will always maintain the company's environment and follow applicable regulations.

5. Anti-Bribery, Corruption and Discrimination

No gifts, money, or other forms of gratuities may be given to Feedmill employees for an unfair advantage.



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It is evidenced by an anti-bribery statement letter from the supplier company. **[Please attach the statement].**

6. Complaint mechanism of workers and local communities

Offering a grievance system with workers and local communities or companies alike has the possibility of addressing problems effectively.

7. Quality, safety and original

The company manufactures products with quality, safety and authenticity standards and meets the requirements of quality, safety and authenticity in accordance with applicable regulations.

8. No personal interest

The company expects that there will be no personal interests in carrying out business or financial activities with business relations.

9. Contributing to maintaining Social Welfare

The company contributes to maintaining or improving the social and economic welfare of the local community. The company is aware of its impact on the surrounding community and requires constructive involvement.

10. Respect for indigenous rights, culture, and territory

The company respects the rights, culture, and customary territories of indigenous peoples and indigenous peoples.

11. Water use

The company uses water efficiently and responsibly, and does not damage water resources. **This is evidenced by the [representative water use report/certificate].**

12. Waste management

Handle waste including liquid waste responsibly. **This is evidenced by the [representative waste management report/certificate].**

13. Energy consumption

Use energy responsibly and monitor Greenhouse Gas (GHG) emissions. **This is evidenced by the [energy consumption report/representative certificate].**

14. Product characteristics

The company is transparent on product characteristics.



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15. General Activities

The company in carrying out its business will never provide political or financial support to any party that will support the activities of a political party.

16. Business Integrity

The Company in carrying out its business does not accept or ask for goods and/or bribes in carrying out or maintaining business activities. No employee will give, offer and accept gifts in the form of goods or money that can be counted as a bribe. To business relations, any request or offer of bribes related to the delivery of goods or services must be rejected.

17. Gift

Companies and employees are not allowed to receive any gifts from business relations, all gifts from business relations will be donated to social organizations.

We, Fishmeal Marketing Development Co., Ltd. hope that all suppliers at Feedmill Any violation of this policy will be followed up in accordance with applicable regulations.

We, Fishmeal Marketing Development Co., Ltd. are committed and understand to implement this Code of Conduct and provide evidence of compliance in accordance with the set standards, as well as socialize this Ethics and Business Relationship to all our Workers, Business Partners and Suppliers.

Fishmeal Marketing Development Co., Ltd.

(Mr. Kittipat Oerareemitr)
Director

10 March 2025

