



Indorama Ventures Public Company Limited

Business Partners and Competitors Policy

(As approved by the Board of Directors Meeting No.2/2013 dated Feb 22, 2013)

Business Partners and Competitors Policy

Indorama Ventures and its subsidiaries and affiliates take seriously our commitment to ethical business practices. Indorama Ventures is committed to the highest standards of product safety, quality, and business integrity when dealing with business partners. We ascribe to values and ethics that exceed the minimum required by law, because integrity is among our most prized characteristics of our company and its culture. Indorama Ventures wants to work with business partners who operate in a fair, honest, and socially responsible manner.

Just as we expect employees to act in accordance with the highest ethical and legal standards in their business dealings with you, we also expect our business partners to act in a manner consistent with these ethical expectations and obligations in their interactions with us.

Responsibility for Knowing and Complying with the Code and the Law

Our Standards for Business Partners can be summarized by this one simple sentence.

“We conduct business in a manner that is free, fair, legal, and in an environment of mutual respect.”

We conduct business in a manner that:

- Embraces free and fair competition
- Follows laws
- Respects everyone, regardless of race, color, gender, religion, age, national origin, or other legally protected status.

Guidelines on Placement of Advertisements

Indorama Ventures further issued a policy to prohibit the placement of advertisements in publications that solicit for such ad placement prior to the release of the official results of an awarding process conducted by the publication and where a company or executive is one of the nominees vying for the award/s. Indorama Ventures may consider placing advertisements in such publications as part of its over-all marketing strategy, but only after the release of the results of the awarding process and where it will not create reasonable doubt that such ad placement influenced in any way an award given to a company or executive.

- (a) We aim to develop strong relationships with our suppliers, stakeholders and others with whom we have dealings, based on mutual trust, understanding and respect.
- (b) In those dealings, we expect our partners to adhere to business principles consistent with our own.
- (c) Indorama Ventures companies will conduct their operations in accordance with the principles of fair competition and applicable regulations.

Mutual Respect

Indorama Ventures is committed to a policy of equal opportunity and an environment free from harassment. Business partners shall not discriminate based on race, color, gender, religion, age, national origin, ancestry, disability, military status, or other legally protected status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination.

Indorama Ventures seeks to maintain a work environment that respects the dignity and worth of each individual and is free from harassment and discrimination. Indorama Ventures policy is intended to extend further than the law.

Indorama Ventures has a responsibility to ensure that consumers can trust the safety and quality of its products. Business partners are expected to provide goods and services that meet all government and all agreed upon quality and safety standards. Any threats to product safety must be immediately reported to Indorama Ventures.

Product Safety & Quality

It is very important that Indorama Ventures and its business partners ensure ingredients and products meet food safety and quality standards. We expect business partners to immediately report to Indorama Ventures any concerns about product safety or quality.

Working Conditions

We seek business partners who provide a safe and sanitary working environment in order to avoid preventable work related accidents and injuries and to promote the general welfare of their employees.

We contract with factories that, in addition to complying with all environmental regulations, share our commitment to use resources responsibly; eliminate and reduce waste; minimize their carbon footprint; offer a selection of natural, organic, and eco-friendly products based on market demand and guest preference; and develop facilities that align environmental, community, and business needs.

Business Practices

Indorama Ventures expects business partners will act with integrity and lawfully in the proper handling of competitive data, proprietary information and other intellectual property, and comply with legal requirements regarding fair competition, antitrust, and accurate and truthful marketing.

Intellectual Property

Unauthorized use by business partners of trademarks, service marks, logos, designs, or other intellectual property in which Indorama Ventures has established rights is prohibited. Business partners may not use, reproduce, access, modify, download, distribute, or otherwise copy, any copyright protected works, company trademarks, domain names, or patents without documented approval.

Protection of Company Information and Confidential Information

All business partners have a responsibility to safeguard confidential business information and use such information only for Indorama Ventures purposes. Confidential business information includes without limitation, the company's inventions, trade secrets, business plans and projections, sales, cost and profit figures and projections; new product or marketing plans; customer details and programs; research and development ideas or information; manufacturing processes or methods; personnel information; information regarding potential acquisitions, divestitures and investments; and any other matters considered or reasonably expected to be considered confidential by the company.

Business partners are expected to regulate their activities so as to avoid loss or embarrassment to Indorama Ventures that might arise from disclosure or use of Indorama Ventures business information or plans.

We acknowledge and appreciate the wide variety of cultural and political differences of the countries in which our business partners operate. While we recognize local laws and customs may dictate the necessity for the standards to be flexible, we do expect all business partners to adhere to the philosophies and underlying principles of this document.