

## Human Rights Policy and Practices

### The R&B Food Supply Public Company Limited Group

The R&B Food Supply Public Company Limited and its subsidiaries (“The Company”) are committed to growing their business in conjunction with the development of the economy, society, culture, environment, quality of life together with adhering to the equal treatment of personnel without discrimination, so that personnel can play their roles and demonstrate their full potential, in accordance with the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO), regulations, labor laws and related standards. In addition, the Company also emphasizes rights in various areas such as children’s rights, women’s rights and business practices. Therefore, this Human Rights Policy and Labor Practices has been announced to ensure that the Company operates responsibly in accordance with human rights principles and laws and has set guidelines to be the same standards throughout the organization including the participation of Employees in all sectors and extend to the company's business partners and supply chain.

#### (1) Objectives

- 1.1 To provide a framework that ensures that the Company acts responsibly and respects the rights of others whether they are Employees, Business Partners, Contractors, Customers, Communities and Stakeholders.
- 1.2 To prevent violations or impacts on human rights and labor practices in all business activities of the Company.
- 1.3 To protect personnel from unfair discrimination and all types of harassment.
- 1.4 To promote and support collaboration including increasing opportunities for personnel to develop themselves equally and equally.
- 1.5 To conduct a comprehensive assessment of human rights risks and develop a risk management plan.

## (2) Scope

This Human Rights and Labor Practices Policy applies to the Company and applies to Directors, Management, Permanent Employees, Contract Employees, Consultants, Contractors, and Interns as it is to be strictly implemented and aims for Stakeholders to support the implementation of this policy.

## (3) Duties and responsibilities

### 3.1 The Board of Directors

To determines human rights policy and labor practices in all business activities of the Company including the business chain and Stakeholders to prevent human rights violations in all activities of the Company. Therefore, the human rights policy and labor practices are established as the code of conduct for business operations.

### 3.2 The Management

3.2.1 To determine appropriate practices for the context of the Company in accordance with the policies and regulations, requirements or laws of the country in which the business is conducted.

3.2.2 To establish a structure and responsible persons or a committee representing the Management in implementing human rights of the company's group.

3.2.3 To supervise the implementation of policies and practices in accordance with the regulations as well as to improve them for efficiency and continuous reporting.

### 3.3 Departments or Management responsible for human rights

To communicate and publicize concepts, objectives and understandings of human rights and labor practices to Stakeholders, related persons throughout the supply chain and audits, by performing the following:

#### 3.3.1 Human Resources Manager

Being responsible for reviewing, supervising, inspecting, monitoring and reporting on compliance with human rights policy and labor practices including improving guidelines for more efficient implementation to report to the management periodically.

### 3.3.2 Employees

Being responsible for studying and understanding including compliance with human rights policies and labor practices including reporting or providing information if any actions are found that violate this policy.

## (4) Practices

### 4.1 Human rights and forced labor practices

#### 4.1.1 Civil and political rights

To respect human rights and treat each other equally, strictly comply with the company's rules and regulations, human rights laws without discrimination based on race, religion, gender, culture or any other matters. Do not engage in or support discrimination in employment, wages, work remuneration, providing welfare, providing training and development opportunities, performance evaluations, salary promotions, termination or retirement. Do not interfere with employee activities due to differences in race, religion, language, age, gender, status, attitude, disability, membership of the Labor Welfare Committee, membership of the Labor Union, do not act in a way that restricts rights and freedoms according to the law, etc.

#### 4.1.2 Economic, social and cultural rights

To provide Employees with social security and legal benefits, having time to rest during working days and working hours, holidays during the probationary period, annual holidays with full pay according to the labor law, do not limit cultural and religious activities.

#### 4.1.3 Fair and equal labor practices

4.1.3.1 Forced labor: Do not support the use of forced labor in any form, sexual harassment or coercion, intimidation by any method that the person did not volunteer, do not use physical violence, words, mental abuse, restrict freedom of movement, withholding employee documents, etc., except for actions that do not violate the law.

4.1.3.2 Non-discrimination and equal opportunities: Paying wages, remuneration including deductions, non-payment of wages, outstanding

wages, various forms of benefits according to the law in accordance with the regulations, do not deduct employee wages except where it is possible to do so without violating the law, pay men and women equally according to the value of the work, do not discriminate due to prejudice, do not discriminate in the selection of personnel based on race, gender, disability, etc., by considering knowledge and abilities according to the criteria and qualifications of the Company, developing personnel equally and comprehensively

#### **4.2 Child labor practices**

The Company will not hire or support the employment of children under the age of 15 or hire them to work in an environment or work conditions that are unsafe according to the law in which may be harmful to their health and development.

#### **4.3 Female labor practices**

The Company will not allow Female Employees to work in a way that may be harmful to their health as stipulated by law including not conducting pregnancy tests during the recruitment process. The Company will provide a workplace for Pregnant Female Employees to work or be in an environment that is not harmful to the health, hygiene and safety of their pregnancy with an assessment of risks and safety from public health personnel such as professional occupational safety officers, professional nurses and occupational physicians. The Company will not terminate, demote or reduce benefits due to pregnancy.

#### **4.4 Guidelines for legal use of foreign workers**

The Company operates its business responsibly and ethically by hiring only legal foreign workers including employment contracts, work permits, safe working conditions and payment of wages and benefits as required by law in order to continuously develop employees' skills.

#### **4.5 Guidelines for discrimination or segregation**

The Company will not support discrimination in hiring, payment of wages, remuneration for work, providing welfare or providing training and development, considering promotion, adjusting salary, terminating or retiring from work and will not interfere or obstruct any actions or activities that affect the exercise of rights or practices due to differences in nationality, race, religion, culture,

age, gender, marital status, personal attitudes, disabilities, membership, association of labor unions, welfare committees, etc.

#### **4.6 Guidelines for freedom of association or negotiation**

The Company respects the rights and freedoms of Employees to join or not join Labor Unions, Federations, Associations or obstruct the exercise of membership rights and will facilitate and treat such representatives equally to Other Employees.

#### **4.7 Guidelines for work environment and quality of life of workers**

The Company is committed to ensuring that all Employees of the Company perform their duties in accordance with standards and promote appropriate employment conditions including taking care of and maintaining a safe working environment so that Employees have a good quality of life, can work without affecting their physical health, have good mental health under international occupational health and safety standards by cooperating with Employees to prevent accidents, reduce injuries and illnesses caused by work during work under protection and fair treatment on a social basis and in accordance with the provisions of various related laws such as labor laws, labor welfare, labor relations, occupational health and safety and work environment as well as related regulations in which will be reviewed, developed and improved to be appropriate at all times.

#### **4.8 Guidelines for taking responsibility for Employees regarding sexual harassment and/or abuse**

The Company will promote equality, respect for Employees at all levels and set measures to prevent and punish Employees from being sexually harassed and abused whether through words, gestures, physical contact or other methods or violence against women. If such actions are found, the company's group will consider taking strict punishment according to the company's rules and regulations.

#### **4.9 Practices on remuneration for work**

The Company shall pay wages or remuneration for work or overtime pay no less than the rate stipulated by law and shall inform Employees of detailed information of all components clearly regarding wages and remuneration in each installment received in writing and shall not deduct wages

in any case, including remuneration or other benefits that Employees are entitled to, unless otherwise specified by law.

#### **4.10 Practices on working hours**

The Company shall not allow Employees to work beyond the time stipulated by law including overtime work and work on holidays by specifying normal working hours, clearly specifying the start and end times of employees' work and the period shall not exceed the time of each type of work stipulated by law, specifying break times during work and meal breaks. The granting of rights to Employees on various leave days, vacation days, etc. to Employees is in accordance with the law.

#### **4.11 Termination and remuneration practices**

The Company has complied with the Labor Protection Act 1998 (B.E. 2541) and its amendments where stipulates the duties of Employers and the rights of Employees in the event of termination. This is based on the principles of the International Labor Organization Convention in which are as follows:

4.11.1 The Company shall not terminate Employees without reasonable cause.

4.11.2 Employees shall be notified in advance of termination or shall receive remuneration in accordance with the labor law unless the Employee has committed a serious offense.

#### **4.12 Practices for Business Partners in the supply chain**

The Company supports compliance with human rights principles with Business Partners in which will cover not being involved in violations and creating impacts on human rights that may occur so that the business operations of all Business Partners are based on respect for human rights. The practices are as follows:

4.12.1 To conduct business on the basis of correctness, honesty, transparency and ethics.

4.12.2 To strictly comply with labor laws and international standards on labor rights including labor protection, no forced labor including determination of fair working hours and remuneration.

4.12.3 To respect the equality of individuals and avoid any discrimination and any employment practices that create inequality on the basis of age, race, religion,

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disability, gender, sexual orientation or union membership and political interests.

4.12.5 To support good employment conditions for Employees including providing a safe working environment.

4.12.6 To comply with relevant environmental laws and regulations so that the business operations of all Business Partners can control and prevent environmental impacts resulting from business operations. The company's group will continuously conduct business partners' audits to assess potential human rights performance by assessing customer risk assessment forms, conducting unannounced field surveys as well as having reported clues through the company's complaint channels.

#### 4.13 Community and environmental rights practices

The Company is aware of the direct and indirect impacts that may arise from business operations that may lead to violations of the human rights of Stakeholders including surrounding communities. Therefore, a process for listening to opinions has been established so that communities living near the Company can raise concerns about the impacts of business operations in order to resolve and develop a better quality of life for local communities, creating sustainable wealth and business stability along with responsibility for the environment and society with the following practices:

4.13.1 To respect the rights, freedoms and expressions of opinions of the community, especially vulnerable groups, minorities, indigenous peoples in the community.

4.13.2 The company's operations will not cause negative impacts on nearby communities in terms of human rights such as reducing income of people in the community from unfair competition.

4.13.3 Carefulness of operations that cause negative impacts on occupational health and safety of the community such as accidents resulting from the company's operations, creating various types of pollution in the community.



4.13.4 The company's operations must not obstruct access to clean water sources in the community such as not blocking water sources or drawing water from community water sources to cause drought.

4.13.5 The company's waste management operations must be carried out or disposed of properly and do not affect the environment and nearby communities such as wastewater treatment.

4.13.6 Evaluate operations related to the community using a transparent, equal, non-discriminatory process that complies with the law.

#### 4.14 Customer Rights

The Company respects the privacy rights of Customers by keeping customer confidential information, not using such information for its own benefit and/or other related persons. It will be kept confidential and access to the information can only be accessed by authorized persons. However, if such information is to be used, disclosed or transferred to other persons, it must not violate the rights under the law and must receive prior consent from the person who owns the information.

To deliver quality products and disclose information about products and services completely, timely and without distorting the facts to Customers including complying with contracts, agreements or conditions with Customers in a transparent and equal manner as well as channels for receiving complaints in all channels that are transparent and easily accessible together with operations to investigate, resolve and follow up on complaints.

To provide training for Employees to treat all Customers equally to ensure that they are not discriminated against in accordance with the policy of business responsibility for respecting human rights.

#### 4.15 Human Rights Due Diligence

To establish a comprehensive human rights due diligence process and identify human rights risks, identify human rights risk issues, assess the severity of impacts and opportunities that may occur in order to determine measures to prevent and address the impacts of human rights risks in the operations of the group of companies and the group's supply chain.



The human rights policy and practice under this announcement are important basic rights for all Employees to be aware of, understand, and practice in order to create equality and respect for the rights of the group. The Company intends and is committed to communicating the human rights policy and practice to all Employees through the employee orientation process, communication through the Management of the unit, communication through the HR department, communication through the IT department such as the company's website and internet.

### Complaint channels

1. Email: [saraporn@rbsupply.co.th](mailto:saraporn@rbsupply.co.th) Ms. Saraporn Prasansincharoen, HR Manager
2. Website:

<https://investor.rbfoodsupply.co.th/th/corporate-governance/whistleblowing-channel>

This policy has been reviewed and approved by the Board of Directors' Meeting No. 5/2567 on 13 December 2024. It will be effective from 14 December 2024 onwards.