

(Translation)

**Policies and guidelines for Human rights and protection Labor practices**

The company is committed to growing its business along with the development of the economy, society, culture, environment, quality of life, and is committed to treating personnel equally. There is equality. Do not discriminate so that personnel can play a role and show their full potential. Consistent with human rights principles Declaration of Human Rights regulations Labor laws and related standards In addition , the company It also places importance on rights in various areas, such as children's rights, women's rights, and business practices. Therefore, this Human Rights and Labor Practices Policy has been announced. To ensure that the company It is carried out responsibly. According to human rights and law principles and set guidelines To ensure the same standards throughout the organization as well as the participation of employees in all sectors and expand to the company's trading partners and supply chain

1. Human rights and forced labor practices

1.1 Civil and political rights

Respect human rights and treating each other equally Follow the rules and regulations of the company. Strict human rights laws without discrimination race, religion, gender, culture or any other matter without discrimination Will not commit or encourage employment discrimination. Paying wages work compensation Providing welfare Provide training and development opportunities performance evaluation salary increase Termination or retirement Do not interfere with the activities of employees which comes from differences in race, religion, language, age, gender, status, attitude, disability, membership in the employee welfare committee Labor union membership Do not do anything that restricts your rights and freedoms according to the law, etc.

1.2 Economic, social and cultural rights

Provide employees with social security and legal benefits. Allow time for rest during workdays and working hours. Holidays during probation Annual vacation with full pay in accordance with labor law There is no restriction on cultural and religious activities.

### 1.3 Fair and equal labor practices

1.3.1 Forced labor: We do not support the use of all forms of forced labor. sexual harassment or coercion, intimidation by any means by that person not voluntary Do not use physical violence, words, or mental harm. Restrictions on freedom of movement holding employees' documents, etc., unless it is an action that does not violate the law.

1.3.2 Non-discrimination and equal opportunity. Paying wages, compensation, including deductions from wages non-payment of wages Unpaid wages Various forms of benefits according to the law as specified Employee wages are not deducted. Except that this can be done without breaking the law, paying men and women the same amount of compensation according to the value of the work. Do not discriminate based on bias Do not discriminate in the selection of personnel based on race, gender, disability, etc., based on knowledge and abilities according to the criteria and qualifications that the company has. and subsidiaries specified Develop personnel equally and thoroughly

### 2. Guidelines for using child labor

The Company will not hire or encourage the employment of children under 15 years of age or work in unsafe environments or conditions. according to laws that may be harmful to health and development

### 3. Guidelines for using female labor

The company will not let female employees work. which may be harmful to health as specified by law Including no pregnancy tests while being selected for employment. and will provide a workplace for pregnant female employees. Work or be in an environment that is not harmful to the

health and safety of pregnancy. Risk and safety assessments are made by public health personnel, such as professional safety officers, professional nurse Occupational medicine doctor and will not terminate employment, demote positions, or reduce benefits due to pregnancy

4. Guidelines for using foreign workers according to the law

The company conducts business responsibly, and ethics by hiring only legal foreign workers Both employment contracts work permit safe working conditions As well as paying wages and benefits as required by law. In order to develop the skills of employees continuously.

5. Segregation or discrimination practices

The company will not support discrimination in hiring. Paying wages Compensation from work Providing welfare or providing training and development Consideration and evaluation for promotion salary adjustment Termination or retirement and not interfere with or obstruct any action or activity, which affects the exercise of rights or treatment due to differences in nationality, race, religion, culture, age, gender, marital status Personal attitude, disability, membership, association of trade unions Other welfare acts

6. Guidelines on freedom of association or negotiation

The company respects the rights and freedoms of employees. In joining or not joining labor unions, federations, associations or obstructing the exercise of membership rights, and will provide convenience and treatment to that agent as equal to other employees

7. Guidelines for the working environment and quality of life of workers

The company is committed to taking action for all employees of the company. Work with standards and promote appropriate employment conditions. Including taking care and maintaining a safe working environment so that employees have a good quality of life. Able to perform work without affecting physical and mental health Good 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 according to the provisions of various related laws such as labor law, labor welfare Labor relations Occupational safety Age and working environment as well as related regulations It will always be reviewed, developed and improved to be appropriate.

8. Guidelines for taking responsibility for caring for employees regarding harassment and/or sexual harassment.

The company will promote equality. Respect employees at all levels and establish preventive measures and punishments for employees. Do not be harassed and sexually harassed, whether expressed through words. Expression gesture physical contact or any other means or use of violence against women If found doing such a thing, the group of companies and subsidiaries Strict punishment will be considered. According to company rules and regulations

9. Work compensation guidelines

The company will pay wages or compensation for work. or overtime pay Not less than the legal rate and will inform employees of detailed information of various components. It is clear about the total wages and remuneration in each period received. in writing and will not deduct wages in any case Including compensation or other benefits that employees are entitled to. Unless otherwise specified by law.

10. Guidelines for working hours

The company will not allow employees to work more than what is required by law. This includes overtime work. Working on holidays The normal working hours are specified. Set the start time and end time of The work of employees is clearly stated. The duration does not exceed the time for each type of work specified by law. Stipulating time to rest during work and meal breaks Providing employees with rights to various leave days, vacation days, etc. is in accordance with the law.

## 11. Guidelines for dismissal and compensation

The Company has complied with the Labor Protection Act, B.E. 2541, and the amendments which have specified the duties of employers and the rights of employees (employees) in the case of termination of employment, based on the principles set forth by the International Labor Organization conventions as follows:

11.1 The Company and its subsidiaries will not terminate employees without reasonable cause.

11.2 Employees will be notified in advance before termination or receiving severance pay, which is required by labor law . unless the employee commits a serious offense

## 12. Guidelines for business partners in the supply chain

The Company and its subsidiaries support compliance with human rights principles with business partners, which includes not being involved in violations. and create potential human rights impacts. To enable the business operations of all business partners Based on respect for human rights Therefore, the human rights policies and practices of the Group and its subsidiaries must be followed. Strictly with the following guidelines:

12 .1 Conduct business on the basis of correctness. Honest, transparent, and ethical

12.2 Comply with labor laws and international standards. strictly on labor rights This includes labor protection, non-forced labor. and determining fair working hours and compensation

12.3 Respect the equality of individuals and avoid discrimination. and any action in employment that causes inequality in terms of age, race, religion, disability, gender, sexual orientation.

12.4 Membership in trade unions and political interests

12.5 Support good employment conditions for employees, including maintaining a safe working environment.

12.6 Compliance with relevant environmental laws and regulations. To enable the business operations of every trading partner Able to control and prevent environmental impacts

arising from business operations. The Group will continually inspect its trading partners. To assess potential human rights performance by means of evaluating customer risk assessment forms. Going to survey areas without prior notice and reporting clues in the company's complaint channel

This policy and guidelines on human rights and labor practices are effective from September 5 , 2022 onwards.