



SIAMRAJATHANEE

PUBLIC COMPANY LIMITED

Human Rights Policy

Approved by the Board of Directors No. 4/2021

On August 11, 2021



Edit Note

Edit the time	Date of approval	Correction details	Reason for improvement	Approved by
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Human Rights Policy

Siamrajathanee Public Company Limited (the “Company”) has a concept to operate its business with fairness by considering the responsibility to the society and stakeholders of all groups in accordance with the corporate governance principle and code of conduct of the Company. For the human rights protection, the Company has complied with the laws and international principle strictly, particularly the support and compliance with the Constitutional Laws of Thailand, Universal Declaration of Human Right (UDHR), ASEAN Human Rights Declaration and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO).

To ensure that the Company’s business operation is without any violation of human rights, the Board of Directors has determined the policy and guideline on human rights to prevent the violation of human right in all business activities of the Company (Direct Activity) including the business partner in business value chain and joint venture.

Scope of actions

The human right policy shall use in all business activities of the Company (employees, direct activities, goods, and services) which are controlled by the Company such as the activities of the Company and joint venture.

The Company anticipates and promotes its business partners including contractors, suppliers, and other relevant parties to support and comply with this policy.

Definitions of human rights policy

Human Rights means rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, social status, cultures, customs, or other matters according to the laws of each country and conventions that each country is obliged to comply with. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.





Human rights policy

The Board of Directors, executives and employees at all levels shall recognize the importance and shall respect the human rights in all aspects of everyone including society and community according to the laws of each country and conventions that each country is obliged to comply of which it shall include:

- Treat everyone according to the human rights principle with fairness and no discrimination
- Avoid any acts that violate the human rights
- Support the human rights
- Communicate, disclose, provide knowledge, create understanding, determine guideline, monitor and provide other support to business partner in business value chain), supplier, contractor) including joint venture to participate in the business operation with moral and respect of human rights including treatment of everyone according to the human rights principle under this policy.

Guideline

1. Respect human rights, treat each other with mutual respect and dignity and treat each other equally without distinction of body, mind, race, nationality, country of origin, race, religion, sex, language, age, skin color, education, political status. society, culture, customs, or any other matters.
2. Exercise caution in performing duties in order to prevent risks of human rights violations in business operations and oversee respect for human rights.
3. Support and promote actions to protect human rights.





4. Communicate, disseminate, educate, understand, formulate guidelines and provide any other support to business partner in business value chain, supplier, contractor, as well as joint venture to engage in conducting business with integrity, respect for human rights and treating everyone in accordance with the principles of human rights under this policy.
5. Supervise the respect of human rights without neglecting or ignoring actions that constitute human rights violations involved and shall report to supervisors or responsible persons for acknowledgment and cooperate in investigating the facts if suspected or have questions and shall consult with supervisors or responsible persons through the specified channels.
6. The Company will ensure fairness and protect persons who report human rights violations by using measures to protect complainants or those who cooperate in reporting human rights violations.
7. The Company will continually develop and implement the due diligence process in order to identify issues and assess the risks and impacts of human rights violations, to determine the groups or persons affected, including planning and formulation of corrective and preventive measures, addressing and preventing human rights violations and monitoring results by providing appropriate mitigation procedures in the event of human rights violations.
8. The Company will monitor and follow up on the management and resolution of human rights violations in accordance with the investigation and follow-up process, as well as provide support and cooperation to remedy the impacts caused by or in connection with the Company.
9. The Company is committed to create and maintain an organizational culture that adheres to respect of the human rights in accordance with this policy.





10. A person who violates human rights are unethical acts, the Company shall take disciplinary action in accordance with the rules determined by the Company against such person. In addition, there may be legal penalties if such act is against the laws.

To promote the respect of human rights throughout the organization and to build confidence that all employees and all stakeholders are treated equally and fairly in order to protect and respect fundamental rights including avoiding acts that violate human rights therefore, the Company has established its human rights policy and guidelines for dealing with the following groups of people:

1. **Labor rights of employees**

The Company treats its employees fairly, accepts and values human differences, is open to diversity, does not discriminate, and does not discriminate against employees or job applicants on the basis of age, race, gender, color, education, religion, belief, country of origin, citizenship, sexual orientation, physical or mental disability as well as social status and treat everyone with human dignity and respect for personal life and support measures that will lead to the elimination of forced or involuntary labor and child labor. In addition, the Company gives an importance to the equal rights of women by emphasizing and respecting the freedom of nationality, social status, health, education, right to work, social class, race, etc. The Company is committed to maintain fair working conditions and to be a good example of conducting the business and other aspects in accordance with human rights, as well as providing opportunities for employees to express their opinions on all matters including issue relating to human rights.

2. **Customer rights**

The Company gives an importance to protect the privacy of its customers by using a system to store customer information safely, having measures to protect the customers' confidentiality, not disclosing information without a prior consent of





customers, and not misusing the information for the benefit of the Company or other persons. The Company aims to develop standards for the most effective protection of customer information in accordance with the inside information policy and internal control policy as a guideline for practice.

3. Business partners' rights and development of business relationships

The Company will sell products and provide services that comply with international standards. The Company will uphold the highest standards of business ethics, personal dignity, and expect suppliers and business partners to respect human rights and conduct their business in accordance with the Company's rules and regulations and the code of conduct to prevent their involvement in any operational process that may cause or violate human rights. The Company also promotes respect for human rights through the strict compliance with various human rights laws and regulations and by respecting these laws and regulations throughout the supply chain. In addition, the Company encourages business partners to participate in ethical and socially responsible business operations to promote a culture of mutual respect and continually improve competitiveness.

4. Community and environmental rights

The Company give an importance on conducting its business that is responsible to communities, society, and the environment. The Company has a policy to conserve the environment as a guideline for the group's business operations to ensure that such business operations of the group will have the minimum impact to the community, society and environment by continuously complying with the laws, regulations, and environmental requirements relating to the Company's activities strictly. The Company also gives an importance on the rights of all stakeholders, respecting their rights and treating stakeholders fairly to appropriately protect the actions that may violate the human rights of stakeholders.





Effective Date

This Human Rights Policy has been approved by the Board of Directors' meeting no. 4 held on 11 August 2021 and shall be effective from 11 August 2021.

Siamrajathanee Public Company Limited

Signed.....

(Mr. Weidt Nuchjalearn)

Chairman of the Board of Directors