

## Human Rights Policy

It is the Company's policy to have the Board of Directors, management, employees and staff of the Company not to be involved in any human right violation. Our Company believes and aims to conduct business with ethics holding onto responsibility to society and all groups of stakeholder e.g. shareholders, customer, competitor, business partner, debtor, employee, society and environment based on Good Corporate Governance principle and our Code of Conduct. In respect of human rights protection, we have strictly complied with human rights as the most fundamental aspect of compliance is respect for basic human rights. We believe that the human rights will certainly build peaceful and harmonious community. It is to ensure that our business operations are engaged with prudence and without violating or affecting human rights, directly or indirectly and not promote or involve human right violation. We have guideline as follows:

1. Support and respect the human rights, treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without discriminating, no conduct, support, involvement in any violation of human rights issues to whole value chain activities and human rights aspect such as labor rights, child and forced labor, illegal work, respect human rights and conduct on the international standard of human rights, rights, freedom, equality, including sexual harassment in any forms, community rights, value chain, safety, environment and consumer rights.
2. Places great importance on equal rights of women, but not limited to vulnerable groups e.g. disable persons, pregnant women and women under breast-feeding.
3. Places great importance and respect of nationality, social status, health, education, rights to work, social classes, races and religion.
4. Perform duty with care to prevent any risks of human right violation in business and commit to preventing all forms of harassment, including sexual harassments and other forms of harassment.
5. Deploy fair and equal recruitment practices and impartial opportunities including for candidates with disabilities. All employees obtain opportunity on their career path and benefit equally.
6. Deploy policies and standards of customer information security and internal data security control.
7. Deploy the Human Rights risk identification and whistleblowing channel of the human rights violation.
8. Determine to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
9. Provide opportunities to employees in order to complain or express their opinions on related issues on human rights. The Company is committed to non-discrimination, anti-harassment and zero-tolerance policies against all forms of harassment by providing the whistleblowing channels, with dictate that any allegations are taken seriously and handled confidentially. If allegations are confirmed, remedial action, disciplinary action, dismissal, or legal action will be taken with guaranteed of its confidentiality. In addition, the Company established verification process for complaints together with measures to investigate and punishment of offender in such issue.



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10. Everyone shall support communication and dissemination of the Human Rights Policy, education, creation of understanding, defining direction and any support to employees, suppliers, stakeholders in business value chain to join the business with ethics, respecting human rights and treating everyone based on the human rights principles in this policy.

This policy is approved by the resolution of the Board of Director on February 23, 2023, effective from February 23, 2023 onwards.

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(Mr. Sumeth Lersumitkul)

Chairman of the Board of Directors

Moong Pattana International Public Company Limited