

## **Human Rights and Labor Practices** **Thai Plaspac Public Company (Limited) and the subsidiaries**

Thai Plaspac Public Company (Limited) and the subsidiaries (the “Company”) conduct business with a commitment to social responsibility and all stakeholders following corporate governance principles and business ethics. The Company recognizes the value and importance of treating individuals fairly and equally, without discrimination based on nationality, age, role, gender, marital status, pregnancy, disability, social status, labor union membership, or political expression. The company also ensures proper care for the welfare of our workforce, aligned with Thai labor standards and international principles, including the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPR), and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO).

### **Definitions**

- **The Company** refers to Thai Plaspac Public Company (Limited) and the subsidiaries.
- **Directors** refers to the directors of Thai Plaspac Public Company (Limited) and the subsidiaries.
- **Executives** refers to the executives of Thai Plaspac Public Company (Limited) and the subsidiaries.
- **Employees** refers to the employees of Thai Plaspac Public Company (Limited) and the subsidiaries.
- **Stakeholders** refers to persons or groups of persons directly or indirectly impacted by the Company’s business, such as directors, employees, shareholders, contractual parties, contractors, business contacts, creditors, debtors, society at large, and communities where the Company operates.

### **Scope**

The Human Rights and Labor Practices Policy serves as a guideline for all activities related to the Company concerning human rights and labor practices. It is used to communicate knowledge and understanding, establish guidelines, and monitor, and audit employees and stakeholders of the Company at all levels, including the Board of Directors, management, employees, and stakeholders of the Company.

The Company has implemented a continuous Human Rights Due Diligence (HRDD) process, covering the scope of the audit, risk assessment for human rights, as well as mechanisms for reporting and handling complaints. This encompasses corrective and preventive actions and measures to prevent, mitigate, and remedy the human rights risks and impacts arising from the operations of the Company.

## **Guidelines on Human Rights and Labor Practices**

### For the Board of Directors, Management, Employees, and Stakeholders of the Company:

1. The Company emphasizes the importance of treating everyone with dignity, respect for individual rights and responsibilities, and the prevention of any form of physical, sexual, verbal, or psychological harassment, discrimination, or intimidation.
2. The Company places importance on equality and non-discrimination based on race, age, role, gender, gender identity, skin color, ethnicity, religion, country of origin, sexual orientation, marital status, pregnancy, disability, social status, labor union membership, or political expression.
3. The Company supports and promotes initiatives to protect human rights.
4. The Company practices fair labor practices, including equal opportunities, non-discriminatory compensation, career advancement, disciplinary actions, retirement, and hiring practices that comply with or exceed legal and industry standards, without limiting by gender, age, or country of origin, including a fair and legal labor contract.
5. The Company prohibits forced labor, human trafficking, and child labor, as outlined by law.
6. The Company emphasizes fair compensation, including wages, overtime pay, benefits, and leave, meeting or exceeding legal or industry standards as appropriate. Overtime work is based on the voluntary agreement of employees.
7. The Company promotes the development of employees by providing basic training and supporting specific skill development as needed.
8. The Company establishes a welfare committee with employee-elected members to oversee employee well-being and negotiate benefits, including employees' rights to collective bargaining.
9. The Company prioritizes workplace safety and environmental conditions, with safety committees and safety officers at all levels ensuring proper safety practices. Regular training and health check-ups are provided to employees.

### For the Customers:

1. The Company places great importance on conducting business with customers and taking responsibility for the quality, service, and safety of products. The Company provides channels for reporting concerns and complaints, actively seeks feedback, and continuously evaluates customer satisfaction.
2. The Company actively engages in business with customers while adhering to corporate governance principles and business ethics. Respect for human rights and equal treatment of customers are fundamental principles upheld by the Company.

For the Communities, Society, and Environment:

1. The Company is committed to responsibility towards the community, society, and the environment within the vicinity of the Company. This commitment is demonstrated through dedicated care and collaborative development projects for the community, society, and the environment, involving various initiatives in the areas surrounding the Company.
2. The Company provides channels for reporting concerns and complaints from the community and society. These reports are addressed, rectified, and developed to ensure sustainable coexistence.
3. The Company is dedicated to the continuous development of eco-friendly products to reduce environmental impact and create a positive living environment for the community and society.
4. The Company adheres to conducting business sustainably, following corporate governance principles, taking social responsibility, and actively maintaining and conserving the environment.

This Human Rights and Labor Practices Policy is amended according to the resolution of the Board of Directors Meeting No. 01/2024 on 23 February 2024, effective from 23 February 2024 onwards.

Announced on 23 February 2024



(Mr. Yashovardhan Lohia)

Chairman of the Board of Directors