



Human Rights Policy

Srisawad Capital 1969 Public Company Limited

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Srisawad Capital 1969 Public Company Limited (the “Company”) recognizes that respect for human rights is a fundamental pillar of business operations. Consequently, the Company has established this Human Rights Policy to uphold, support, and promote respect for and protection of the fundamental rights and human dignity of everyone involved in our operations. This is in accordance with national laws, international human rights principles, and business best practices, including the **Universal Declaration of Human Rights (UDHR)**, the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**, the **United Nations Global Compact (UNGC)**, and the **International Labour Organization (ILO) Declaration**. We are also committed to operating in line with the various codes of conduct and human rights policies announced by the Company.

To ensure that the Company’s business operations are free from human rights violations, the Company has established these human rights policies and guidelines to prevent any violations across all business activities.

Objectives

To serve as a baseline standard for directors and employees to avoid any conduct that violates human rights policies, the Company has defined key human rights principles in business operations for everyone to collectively uphold and follow.

Scope of Application

This Human Rights Policy and its provisions apply to the directors and employees of Srisawad Capital 1969 Public Company Limited and its subsidiaries. This includes permanent employees, temporary employees, special contract staff, and others. Every individual employed by the Company has a duty to comply with this policy.

Definitions

Human Rights refers to the rights inherent to all human beings, regardless of differences in physical or mental condition, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other matter under the laws of each country and international treaties to which each country is bound. This includes the right to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor, and child labor. It also encompasses freedom of opinion and expression, freedom of association and collective bargaining, the right to work, fair working hours, equal remuneration, education, and other rights such as personal data protection, health and safety, local community minorities, and community rights. Everyone is entitled to these rights equally and without discrimination through diversity management and the acceptance of individual differences.

Discrimination refers to the unequal treatment or care of individuals by imposing additional burdens or denying equal benefits, rather than treating them fairly based on what each person deserves. Discrimination may also include harassment.

Harassment refers to comments or actions that are unwanted or generally recognized as undesirable by the person being interacted with. Non-sexual harassment may include mobbing, verbal abuse, or bullying, while sexual harassment involves a sexual element or connotation.

Vulnerable Groups refers to individuals who lack the capacity to protect their own rights and interests due to a lack of power, education, resources, strength, or other factors, and who are at higher risk of human rights impacts. These groups include, but are not limited to, women, persons with disabilities, children, indigenous peoples, migrant workers, the LGBTQI+ community, workers of business partners, business partners, and local communities.

Guidelines

1. **Respect for Human Rights:** Respect human rights without discrimination based on physical or mental condition, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other matter. Treat all stakeholders and **vulnerable groups** with respect, honor, and equality, such as:

- **Respect for Consumer/Customer Rights:** Treat consumers and customers fairly and do not violate their personal data privacy.
 - **Respect for Business Partner Rights:** Treat business partners fairly and ensure transparent procurement processes to promote fair competition. Encourage business partners to adhere to human rights principles.
 - **Respect for Community Rights:** Recognize community rights, listen to their opinions, and support community engagement.
2. **Due Diligence and Prevention:** Exercise caution in performing duties to prevent risks of human rights violations in business operations. This includes prohibiting the use of **child labor** below the legal age limit and **forced labor** within the Company and its **supply chain**. Furthermore, the Company is committed to preventing all forms of harassment, including sexual and non-sexual harassment, discrimination, and any form of abuse. It is formally communicated that all complaints received by the Company will be treated with seriousness, confidentiality, and empathy. If an allegation is substantiated, the Company will implement **remediation measures**, disciplinary actions, termination of employment, or legal proceedings immediately.
 3. **Communication and Education:** Communicate and disseminate the policy, provide knowledge and understanding, establish guidelines, and provide other support to all employees, customers, and business partners to ensure their participation in ethical business conduct, respect for human rights, and treatment of everyone in accordance with human rights principles as outlined in this policy. Regularly review understanding and provide **human rights training**, including topics on **discrimination and harassment** in the workplace, to all employees and relevant parties.
 4. **Monitoring and Reporting:** Monitor the respect for human rights and do not ignore or disregard any actions that constitute potential human rights violations related to the Company. Any such incidents must be reported to supervisors, the **Human Resources Department**, or persons responsible, and full cooperation must be provided in fact-finding investigations. For any

doubts or inquiries, consult with supervisors, the Human Resources Department, or responsible persons through designated channels.

5. **Whistleblowing and Protection:** Establish modern and effective **whistleblowing** and complaint channels, along with a process for escalating incident reports. Ensure fairness and protection for individuals reporting human rights violations related to the Company by implementing **complainant protection measures** (or measures for those cooperating in reporting) as defined in the Company's **Whistleblowing Policy**.
6. **Human Rights Due Diligence (HRDD):** The Company will continuously develop and implement **Human Rights Due Diligence (HRDD)** processes to identify, assess, and evaluate risks and impacts related to human rights violations. This includes identifying affected groups or individuals across all stakeholder categories, planning and establishing prevention and mitigation strategies, and addressing human rights issues in alignment with the Company's risk management framework. Furthermore, the Company will monitor performance and provide appropriate **remediation and mitigation** processes in the event of any human rights violations.
7. **Organizational Culture:** The Company is committed to building and maintaining an organizational culture that strictly adheres to the respect for human rights as outlined in this policy.
8. **Disciplinary Action:** Any individual who commits human rights violations, including discriminatory behavior or harassment, shall be considered in breach of the **Company's Code of Conduct**. The Company will take corrective action or impose disciplinary measures in accordance with internal regulations. Furthermore, legal action will be pursued if such conduct violates the law.
9. **Transparency and Reporting:** The Company is committed to communicating, reporting, and disclosing human rights performance, including risk monitoring, mitigation, remediation, and incidents of discrimination or harassment, to the public in a complete and transparent manner.

10. **Policy Review:** The Company will regularly review this Human Rights Policy, taking into account any significant changes affecting the organization.

If you have any questions regarding this policy, please contact the Compliance Department, Human Resources Department, or Legal Department during business hours.