

(Translation)

Human Rights Policy and Practice Guidelines on Respecting Human Rights

Saha Pathanapibul Public Company Limited (the "Company") recognizes the value of ethical business practices and social responsibility. The company adheres to take responsibility for society and all stakeholder groups, as well as assuring the protection of human rights, which is a vital component of conducting business. Consequently, the company has established its "Human Rights Policy and Practice Guidelines on Respecting Human Rights" as a commitment to uphold, encourage, and support the protection of each person's fundamental rights and human dignity, including employees and stakeholders who are involved in the business's operations. This action complies with international human rights law and principles according to the Universal Declaration of Human Rights (UDHR) regarding the division of social responsibility within the framework of sustainable business development.

Scope

These policy and practice guidelines for human rights respect are applied to the business operations of Saha Pathanapibul Public Company Limited and its subsidiaries. Supporting business partners, business associates, and stakeholders are also acknowledged for their alignment with this approach.

Human Rights Policy

The company's board of directors, management, and employees value human dignity and treat all stakeholders equally. The company is committed to providing equal chances to all people irrespective of their identity or differences in terms of race, skin color, gender, age, religion, language, education, disability, social status, political stance, or any other characteristic, as well as their applicable legal provisions and international human rights principles. In order to prevent human rights violations in the company's operations, it operates with extreme vigilance in all aspects.

Practice Guidelines on Respecting Human Rights

1. The company supports and respects human rights by ensuring that its businesses and employees do not engage in human rights violations such as forced labor or child labor, and that they do not abuse or harass others physically or emotionally. In addition, the company assures that everyone in the organization strictly follows labor protection laws.
2. The company respects and abides by international principles in terms of employment and treating all stakeholders fairly. Furthermore, the company offers equal opportunity to all individuals, refrains from discrimination, and upholds fundamental rights regardless of gender, age, religion, color, physical attributes, or political stance. Fair compensation, safety, association freedom, collective bargaining, and other benefits are also provided.
3. The company has designed its workplace with an emphasis on convenience, safety, and occupational health for employees.

4. The company monitors its subsidiaries, business partners, and stakeholders to strictly adhere to international principles regarding human rights. The company also upholds the rights of its business partners by treating them fairly, facilitating open procurement to foster fair competition, encouraging business partners to abide by human rights principles, and so on. Furthermore, in compliance with legal requirements, it offers protection for the rights of stakeholders harmed by rights violations arising from the company's business operations.
5. The company treats its stakeholders, such as customers, business partners, etc., equally without discrimination. This entails respecting their rights as consumers/customers such as treating consumers/customers fairly and not breaching their personal information.
6. The company upholds community rights by being conscious of such rights, listening to viewpoints, and promoting community involvement.
7. The company conducts Human Rights Due Diligence (HRDD), which involves defining the scope of the audit, identifying human rights concerns related to company operations and stakeholders, and assessing human rights risks. The company's HRDD is published in the 56-1 One Report.
8. The company receives complaints or allegations of human rights abuses relating to the company, whether they arise from the company's operations, enterprises under its control, and/or its supply chain, through the complaint channel on the company's website, www.sahapat.co.th.
9. The company has established measures to protect employees or persons who report information regarding human rights violations or unfair treatment. They will be protected properly and safely according to the measures established in the code of ethics for company directors, executives, and employees.

The policy and practice guidelines for human rights respect are in force as of September 14, 2023.

Mr. Boonchai Chokwatana
Chairman