

## POLICY ON HUMAN RIGHTS AND NON-DISCRIMINATION

1. Sri Trang Agro-Industry Public Company Limited (the “Company”) has consistently and resolutely held the human right principles and non-discrimination practices, embedded in the Universal Declaration of Human Rights of the United Nations, in high regard as reflected in the relationships between the Company and the employees. All the employees have been equally treated on a nondiscriminatory basis regardless of gender, age, religion, race, color, education, social status, culture, and so on. Accordingly, the Company undertakes to contrive and implement all measures necessary to protect those fundamental rights including the merit system applied to personnel management. Under the merit system, all activities related to the personnel management including (but not limited to) recruitment, promotion, and salary adjustment are substantially based on each employee’s ability and job performance only.
2. The Company has neither involved nor endorsed any and all forms of illegal labor. **“Illegal labor”** refers to:
  - forced labor;
  - child labor;
  - undocumented workers; and
  - any other forms of labor prohibited by law.
3. The Company has given priority to promotion of a work environment free of harassments, bullies, violations, and any other forms of iniquitous acts contributing to a hostile work environment. Given that such hostile acts contemporaneously come about in the physical workplace as well as the online platform such as the Internet and Social Media, the Company has consistently and opportunely implemented appropriate measures to monitor and prevent the hostile work environment and protect the employees affected thereby.
4. The Company has given priority to the right to privacy which is one of the human rights of the employees as reflected in its additional measures to protect personal information of all the employees lest the advancement of information technology may give cyber criminals more leeway to access and use, without consent, their personal information and inflict damage upon the employees as a result. To ensure a proper mechanism being put into action, the Company has introduced the personal information protection measures and guideline in conformity with Personal Data Protection Act (2562 B.E.), currently applicable in many departments.
5. If the employees fail to comply with this Policy and consequently inflict damage upon the Company, other employees, or any other persons, they may be subject to disciplinary actions in accordance with the Company’s Work Rules and, further, penalized if such noncompliance is also in violation of the relevant laws.
6. The Company encourages the employees to have full access to information on human right protections and other matters in relation to this Policy. Moreover, the Company welcomes opinions and suggestions from each and every employee to be submitted via the Human Resource Department (Headquarters). If any of the employees witnesses an act of noncompliance, he/she may report to his/her supervisor, a factory manager, or the Human Resource Department (Headquarters), after which the Company will conduct an investigation on the report and grant the reporting employees protection from retaliation and other nefarious acts.





Sri Trang Agro-Industry Public Company Limited (Headquarters)

บริษัท ศรีตรังแอกโรอินดัสทรี จำกัด (มหาชน) สำนักงานใหญ่

10 Soi 10 Phetkasem Road, Hat Yai, Songkhla 90110

เลขที่ 10 ซอย 10 ถนนเพชรเกษม ตำบลหาดใหญ่ อำเภอหาดใหญ่ จังหวัดสงขลา 90110

Tel : 074 344 663 Fax : 074 344 677

Web : www.sritranggroup.com

Announced on October 1, 2021

.....  
( Dr. Viyavood Sincharoenkul )  
Chairman

1st review on September 20, 2021

