

## POLICY ON HUMAN RIGHTS AND NON-DISCRIMINATION

Sri Trang Agro-Industry Public Company Limited (the “Company”) respects, honors, and supports human dignity and human rights which are highly regarded as fundamental rights bestowed upon every individual associating with the Company including employees, business partners, communities, and other stakeholders in the Company’s value chain applied to every process of business operations in all areas where we operate.

The Company has prepared this Policy on Human Rights and Non-Discrimination in alignment with (i) the UN Guiding Principles on Business and Human Rights (UNGP) regarding protection and respectability of human rights, and restitution provided to those violated, (ii) the Universal Declaration of Human Rights (UDHR), (iii) the Children Rights and Business Principles (CRBP), and (iv) the UN Global Compact, in order to demonstrate our intent to conduct business with responsibility while upholding human rights and anti-discriminatory practices in adherence to international principles and conventions. Such practices are extended to human right due diligence (HRDD) attached to business operation process, risk evaluation and effects on the human rights as well as corresponding preventive measures and remedies to which will be provided if and when the violation of human rights arises.

### Practice

It is required that, in connection with the Company’s business operations, the Directors, management team, employees, and other stakeholders in the Company’s value chain (business partners, suppliers, raw material providers) strictly adhere to and comply with this Policy and the human right principles by showing respect and offering fair and equal treatments irrespective of differences in genders, ages, religions, races, nationalities, origins, colors, educational levels, cultural diversities, disabilities, political viewpoints, associations, social and economic status etc., toward the other stakeholders (suppliers, business partners, customers, and consumers), and vulnerable groups such as women, pregnant women, children, LGBTQI+, ethnics, locals, migrant workers, and elderlies.

With emphasis on preventions and deterrence of human right abuses in any way, shape, or form, the following measures are instituted to ensure any act of maltreatment such as child labor, forced labor, labor servitude, illegal alien workers, human trafficking, violence, sexual abuses, and discriminatory acts, will be deterred and prevented.





1. The employees are treated equally under fair and lawful employment agreements free of discriminatory acts in the open environment embracing values and diversities. The Company is to support proper work skill development to advance the employees' career and adopt the remuneration management scheme based on individual merit and performance. Furthermore, the rights associated with those treatments such as the rights to health and safety, freedom of association, collective bargaining, and privacy, are recognized under the laws.
2. The Company adopts a zero-tolerance policy toward human right abuses in the workplace whereby harassments, bullying, abuses, and any other acts constituting hostile work environment will not be tolerated.
3. To enable risk analyses and consequence analyses on human rights as a result of business operations, the Company constantly and thoroughly monitors our business operations to determine if there is any incident of human right abuses throughout the value chain, and provides remedy to the abused individuals (if any) to ensure that the Company is committed to preventions of human right abuses and to provide remedies to persons whose human rights are violated.
4. The suppliers and business partners throughout the Company's value chain are encouraged to procure that their employees, communities, and stakeholders respect the international human right principles and adopt the anti-discriminatory practices in conducting business. Additionally, they are urged to thoroughly conduct human right due diligence and risk assessment to prevent adverse consequences arising from their business operations.
5. Human right trainings will be provided to the employees and non-employees working in the Company's area to raise awareness and understanding on human rights, particularly those involved with or at risk of a human right violation.
6. Channels for communications between the Company and the employees and other stakeholders with regards to the human right matters and related complaints potentially arising from the Company's operations, are established. A person making the complaint will be protected under the whistleblower protection measures including confidentiality, investigation, and remedies in a fair and equitable manner based on the human right principles.
7. The employees and other stakeholders throughout the Company's value chain, are encouraged to familiarize with this Policy to foster their indelible awareness of contents herein. In doing do, it is likely they would be more receptive to participation in the implementation required under this Policy which is also be



utilized as a guideline in conducting business with responsibility in the realm of human rights principles.

8. The employees may make inquiries, give recommendations, or share their concern regarding the human rights and discriminatory practices by notifying their supervisors, factory managers, or the Human Resource Department (Headquarters). If any of the employees witnessed an act of noncompliance which inflicts damage upon the Company, other employees, or other stakeholders, he/she will be subject to disciplinary actions in accordance with the Work Rules and, if applicable, punishment by law if such act is in violation of the applicable law(s).

Announced on August 1, 2022



(Mr. Veerasith Sinchareonkul)

CEO of Sri Trang Group

Revised#2 (25 July 2022)

#### Definition

“Human Rights” refers to human dignity, right and fundamental liberty inherent (to all human beings), and equality against discrimination based on race, religion, gender, color, language, ethnicity, or any other status

#### Scope

This Policy is applied to business operations of Sri Trang Agro-Industry Plc., its subsidiaries and business partners throughout the value chain including acquisition, merger, construction, operations, and dissolution. The Company has announced this Policy and communicated with its subsidiaries to ensure the same and consistent practice on human rights within Sri Trang group.

