



## Human Right Policy

The Company is aware of and perceives the importance of human rights as a fundamental basis of human beings. It is foreseen that the principle of human rights will be a significant foundation of the coexistence in which enhancing the value of human resources as well as creating value added. and increasing efficiency by not discriminating and promote equality and equality both within the organization And outside the organization

The Board of Directors and the executives are determined to make the business operations of the Company free from human rights violations. The Board of Directors, therefore, deems appropriate to impose human rights policies and practices in order to prevent human rights violations in all business activities of the Company in regard to all stakeholders in the Company's value chain per the following guidelines;

1. The Company attaches the importance to and respects human rights by treating individuals or any group of individuals, in which inclusive of all stakeholders of the Company, with equality, regardless of physical difference, gender, nationality, religion, social status or political attitude.
2. The Company will not do anything that violates the rights and liberties of individuals or any group of individuals, in which inclusive of all stakeholders of the Company, direct and indirect way, such as physical abuse, verbal abuse, intimidation, embarrassing, humiliating, sexual harassment and insulting.
3. The Company will not use and does not encourage all stakeholders of the Company to use any type of illegal labor or incompliance with the regulations, which includes child labor and other illegal workers.
4. The Company communicates and publishes the human rights policies and practices to all stakeholders in the Company's value chain to encourage all stakeholders to operate the businesses in accordance to humanitarian principles by respecting the human rights policy of the Company.



5. The Company has a policy to monitor the practices of human rights respect in each operation process. All employees are obliged to report to supervisors or the person in charge, and must not ignore or neglect if the acts that violate human rights occur. The Company has provided a process to protect people who report complaints about any suspicious human rights violations as determined in the whistleblower protection guidelines in the Company's Whistleblower Policy, where the complaints will be submitted directly to the Chairman of Audit Committee.
6. The Company implants a corporate culture that adheres to respect human rights in which allow employees to use as guidelines so that the employees are working in collaboration under a happy working environment and accept each other. In addition, the corporate culture reflects the service excellence policy in which provided for all customers, all ages, all races, and all religions, with equality.
7. The company provides a process for evaluating and enable the Company to identify human rights violations risks and impacts and enable to plan a preventive control to mitigate the human rights violation risks.
8. The company imposes penalties to terminate those who commit crimes against human rights violations.