



Human rights policy

Muangthai Capital Public Company Limited Realize and give importance to human rights which is a fundamental human right and foresee that human rights principles will be the cornerstone of equal coexistence without distinction of any kind, such as race, religion, gender, language, culture, or another status.

The Company is committed to conducting business by national laws in the area of human rights protection to ensure that the company conduct business without violation of human rights in all business activities (Direct Activity), therefore, it is appropriate to establish policies and guidelines on human rights. This includes all stakeholders in the company's value chain. The guidelines are as follows.

1. The Company values and respects human rights by treating people or any group of persons including all stakeholders of the company with equality and equality without distinction of body, mind, race, religion, gender, language, age, skin color, education, social status, culture, customs, political attitude, or any other matter.
2. The company will not do anything that violates the rights and freedoms of the person or any group of people, both directly and indirectly, including physical, verbal abuse, harassment, intimidation, harassment, humiliation sexual harassment humiliation, etc.
3. The Company will be careful in performing its duties to prevent the risk of infringement of the rights of human beings in all business activities.
4. The Company will not use and support the company's partners' illegal labor all categories include child labor and other illegal workers.
5. The Company provides communication disseminate human rights policies and practices to all stakeholders in the company's value chain so that all stakeholders can engage inhumane business operations with respect for human rights by this policy of the company.
6. The Company provides surveillance on human rights respect in each step of the operation, do not neglect or ignore if there is an act that violates human rights. Employees have duties must report to the supervisor or the person in charge knows. The company provides a process to protect people who report complaints or doubts about human rights violation behavior by using measures to protect whistleblowers or the



complainant as the company set out in the acceptance policy complaint (Whistleblower Policy) such complaints will be sent to the chairman of the board for the direct check.

7. The company aims to create an organizational culture that adheres to respect for human rights that employees adhere to is a working guide so that employees can live together in a happy and accepting environment. In addition, this culture is reflected in the practice of providing services with the highest standards to all groups of stakeholders with equality.
8. The Company provides an assessment process and can identify the issues of human rights violation risks and impacts so that the company can plan and formulate guidelines for correcting and preventing human rights violations.
9. The company has imposed penalties for those who commit crimes from human rights violations, the highest of which is the termination of employment.