



Human Right and Labor Practice Policy

Pinthong Industrial Park Public Company Limited

13 August 2025

Human Right and Labor Practice Policy

Pinthong Industrial Park Public Company Limited and its subsidiaries (the “Company”) are committed to conducting business with responsibility toward society and surrounding communities, with awareness of human dignity and human rights principles in accordance with international standards. The Company has therefore established a Human Rights Policy and Labor Practices to serve as guidelines for organizational management, as well as to ensure the promotion and protection of the fundamental rights of employees, operators within the industrial estate, and all groups of stakeholders in an equal and fair manner.

The Company respects human rights principles as set forth in the Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and all applicable domestic laws, and is committed to not engaging in or supporting any form of human rights violations.

In relation to labor, the Company places importance on the fair treatment of employees at all levels with respect for human dignity, by complying with labor laws and international practices, in order to promote a working environment that is safe, fair, and conducive to the long-term development of personnel potential.

The Company has established a comprehensive human rights due diligence process (Human Rights Due Diligence: HRDD) in accordance with the United Nations Guiding Principles on Business and Human Rights, in order to assess, prevent, mitigate, and remedy human rights risks that may arise from the Company’s business operations, including throughout the value chain both directly and indirectly, by conducting such process on a continuous and transparent basis, and with engagement of all groups of stakeholders.

Objectives

- 1) To serve as guidelines for respecting, protecting, and promoting the human rights of employees, workers, business partners, communities, and relevant stakeholders.
- 2) To promote strict compliance with labor laws, human rights laws, and relevant international principles.
- 3) To prevent and mitigate risks related to human rights and labor violations in the Company’s business activities.
- 4) To foster an organizational culture that emphasizes diversity, inclusion, and equality in the workplace.

5) To support long-term business sustainability, together with balanced social and environmental development.

Duties and Responsibilities

- 1) **The Board of Directors** shall be responsible for approving and overseeing the Company's human rights and labor practices policies and guidelines to ensure alignment with good corporate governance principles and the Company's sustainable business direction.
- 2) **The management** shall be responsible for driving the implementation of the policy throughout the organization and allocating appropriate resources to support the implementation of such policy, including monitoring, reviewing, and evaluating the performance on a continuous basis.
- 3) **The Human Resources Department** shall be responsible for establishing guidelines and processes for labor management in accordance with the policy, as well as communicating the objectives, concepts, and promoting awareness and understanding of human rights and labor practices among employees, personnel, and all groups of stakeholders, in order to ensure awareness of their rights and duties. In addition, the Human Resources Department shall be responsible for establishing processes for monitoring, reviewing, and evaluating performance, as well as collecting data and preparing reports to be submitted to the Audit Committee on a periodic basis.
- 4) **Managers/supervisors at all levels** shall be responsible for communicating the policy and fostering a culture that respects human rights within their respective units, including ensuring that no labor rights violations occur, and reporting any incidents that may constitute violations to the relevant functions in a timely manner.
- 5) **All employees** shall be responsible for studying, understanding, and strictly complying with the human rights and labor practices policies and guidelines, including respecting the rights of others, and may report or raise concerns regarding inappropriate conduct without fear of retaliation.
- 6) **Contractors, business partners, and business allies:** The Company promotes and expects its business partners to comply with human rights principles in accordance with this policy, and to cooperate in remedying any issues that may constitute labor or human rights violations.

Practices

1. Practices on Respect for Fundamental Human Rights

The Company respects the rights and dignity of all persons equally, including employees, business partners, operators within the industrial estate, surrounding communities, and other stakeholders, and shall not support or be involved in any activities that violate human rights, whether directly or indirectly.

2. Practices on Non-Discrimination

The Company treats all persons fairly and equally, without discrimination on the basis of gender, age, race, religion, belief, disability, sexual orientation, economic or social status, or political opinion, and promotes diversity, equality, and inclusion within the organization.

The recruitment process, determination of remuneration, and promotion shall be conducted with transparency, integrity, and fairness.

3. Practices on Freedom of Expression and Freedom of Association

The Company respects and promotes the rights of employees to freedom of expression, freedom of association, and collective bargaining in accordance with the law, and shall create an environment in which employees feel safe to express themselves through appropriate channels. There shall be no discrimination, retaliation, or punishment against employees who exercise such rights in good faith, and clear grievance channels shall be provided. In addition, the Company supports and facilitates the establishment and operation of welfare committees including other employee representative bodies, in order for collective bargaining to be beneficial to all parties.

4. Practices on Forced Labor

The Company does not support and does not permit the use of forced labor in any form, including not requiring or retaining personal identification documents, such as identification cards, passports, or any other documents from employees, whether during the recruitment process, employment, or as a condition for commencement of employment, except as specifically required by law. The Company shall not use physical punishment, verbal abuse, sexual harassment, psychological harassment, or any practices that constitute coercion or restriction of employees' freedom, including the use of debt bondage, confinement, or threats in any form as disciplinary measures or labor control.

5. Practices on Child Labor

The Company shall not employ or support the employment of children under the age of 15, and shall not permit or support child labor in work that is hazardous to health or safety, or in working environments that may pose risks to health and safety, or in work that is immoral, or that affects compulsory education.

In the event of employment of young workers aged between 15–18 years, the Company shall strictly comply with applicable laws, and shall not permit such young workers to perform work that is hazardous to their physical or mental health or morals, shall not assign work in unsafe environments, shall not allow working hours exceeding those prescribed by law, and shall not permit work that affects compulsory education.

6. Practices on Migrant Labor

The Company recognizes the importance of human rights and fair labor, and has therefore established practices on the use of migrant labor in accordance with the law and international principles. All migrant workers shall be employed voluntarily and legally, receive fair wages and welfare, have the right to receive information relating to their employment in a language they understand, and be able to raise complaints or provide suggestions without retaliation.

7. Practices on Remuneration and Working Hours

The Company provides wages, remuneration, welfare, and benefits in various forms in a fair and equal manner for work of the same nature. The Company determines working days, working hours, overtime work, work on holidays, leave, and other conditions of employment in accordance with labor laws and appropriate to the nature of each type of work, and shall provide rest periods during working hours and meal breaks as prescribed by law, in order to promote a good quality of life for employees.

8. Practices on the Promotion of a Safe Working Environment

The Company places importance on providing a working environment that is safe, hygienic, and in strict compliance with laws and standards relating to safety, occupational health, and environment. The Company is committed to promoting appropriate employment conditions that are conducive to a good quality of life for employees, by ensuring that employees are able to perform their work safely, both physically and mentally, under an environment that promotes health and reduces risks that may lead to accidents, injuries, or work-related illnesses. The Company's operations are conducted under the framework of labor laws relating to labor protection, labor welfare, labor relations, and occupational safety, while adhering to the principles of fairness and social responsibility on a continuous basis.

In this regard, the Company shall regularly review, develop, and improve its safety and occupational health standards to ensure alignment with current situations and relevant standards at both national and international levels.

9. Practices on Communities and the Environment

The Company conducts its business activities with responsibility toward surrounding communities and avoids any violation of community rights in relation to natural resources, health, the environment, and local culture.

10. Practices on the Prevention of Sexual Harassment

The Company does not permit any form of sexual harassment, whether verbal, physical, or any inappropriate behavior toward colleagues or persons related to work. The Company shall provide awareness training, safe and confidential grievance channels, and mechanisms for investigation and appropriate disciplinary actions, in order to create a working environment that is safe, respectful, and mutually respectful on an equal basis.

11. Practices for Contractors, Business Partners, and Business Allies

The Company supports all contractors, business partners, and business allies in respecting and complying with human rights principles and applicable labor laws in accordance with the standards prescribed by the Company. There shall be no use of forced labor, child labor, discrimination, or harassment in any form, and such parties shall provide a working environment that is safe and fair and promotes freedom of association. In this regard, the Company shall conduct assessments and site visits to assess potential human rights impacts that may arise.

Communication and Training

The Company promotes understanding of and compliance with the human rights and labor practices policy and practices on a comprehensive basis, by providing dissemination of information through orientation programs, training sessions, meetings, activities, or communication through other accessible channels to directors, management, employees, and stakeholders, including contractors, business partners, and business allies.

The Company shall monitor and evaluate the implementation on a continuous basis, in order to further develop and improve the practices to be more appropriate.

Whistleblowing and Complaints

The Company has established channels for whistleblowing and complaints that are modern and effective, and ensures fairness and protection for persons who report human rights violations

relating to the Company, by applying measures for the protection of whistleblowers or persons who cooperate in reporting human rights violations, as prescribed in the Company's Whistleblowing Policy.

In the event that any act which may constitute a violation of this policy and practices is observed or suspected, such matter may be reported or a complaint may be filed through the prescribed channels. In this regard, the whistleblower or complainant shall be appropriately protected, the information reported shall be kept confidential, and there shall be no impact on employment status, whether during the fact-finding process or after the completion of such process.

Whistleblowing and Complaint Channels

The Company has established channels for employees and stakeholders to report whistleblowing matters or complaints as follows:

- By postal mail:
Company Secretary / Secretary to the Audit Committee
Pinthong Industrial Park Public Company Limited
No. 789 Moo 1, Nongkho-Laem Chabang Road, Nongkham Sub-district,
- By telephone: +66 (0)38-296-335 ext. 202
- By email: Hotline@pinthongindustrial.com
- Via the Company's website: www.pinthongindustrial.com

Disciplinary Actions

In the event of any investigation, all employees shall fully cooperate with the relevant functions to ensure that the investigation process is conducted in a fair, transparent, and complete manner. Any violation of this policy, whether directly or indirectly, shall be subject to disciplinary actions in accordance with the Company's work rules and regulations.

This Human Rights and Labor Practices Policy Revision No. 1 shall be effective from 13 August 2025, by the approval of the Board of Directors at its Meeting No. 3/2025.

- Mr. Prasan Tanprasert -

Chairman of the Board of Directors

Pinthong Industrial Park Public Company Limited
