



### Human Rights and Labor Practices Policy

#### Definition

Human rights refer to the fundamental rights and freedoms that everyone is entitled to equally, regardless of race, gender, age, religion, belief, or socio-economic status. This policy on human rights and labor practices aims to ensure that the company's operations adhere to the principles of equality, respect for human dignity, and appreciation of individual diversity.

#### Strict Compliance with Equality, Human Rights, and Respect for Diversity

The company is committed to upholding human rights principles and ensuring that employment processes, policies, and workplace environments reflect respect for the dignity of all individuals. The company strictly adheres to these principles to foster an organizational culture that promotes equality and inclusivity for all stakeholders, including:

- Company employees, including permanent staff, temporary workers, and internal contractors
- Partners and suppliers, who are business affiliates of the company
- Customers and product users, who engage with the company's services and products
- Surrounding communities and society, affected by the company's operations
- Government agencies and related organizations, working in collaboration with the company
- Other entities or divisions, where the company is involved in joint activities



### Human Rights and Labor Practice Guidelines

#### 1. Respect for Human Rights

The company ensures that its operations do not violate human rights, with guidelines aligned with international standards. This includes equal employment opportunities and the fair treatment of employees without discrimination based on gender, age, race, religion, or disability.

#### 2. Support for Employees with Disabilities

The company prioritizes providing appropriate facilities, assistive equipment, and workplace modifications to enable employees with disabilities to perform their tasks effectively and reach their full potential.

#### 3. Non-Discrimination and Inclusion

The company values equality and fosters an environment that encourages the participation of employees at all levels. Discrimination in any form is strictly prohibited, and all employees are granted equal opportunities for career advancement, promotion, and training.

#### 4. Prohibition of Disrespectful Behavior

The company strictly prohibits any form of communication, expression, or behavior that could be considered a violation of human rights. This includes speech, messages, or actions that may cause discomfort or distress to an individual or group.

The company will implement necessary measures to ensure that all stakeholders are aware of this policy and comply with it strictly.



### Prohibition of Disrespectful Conduct:

The company forbids any form of communication, expression, or behavior that could be considered a violation of human rights, whether verbal, written, or behavioral. This includes any actions or remarks that could cause negative feelings, discomfort, or offense to an individual or group.

The Company strictly observes Human Rights, and labor laws to the following extent:

- It will implement and observe all labor laws, other relevant laws and regulations including but not limited to laws relating to female labor, child labor and forced labor.
- It will provide a comprehensive plan for training and personnel development for all levels of employees in various duties relating to the above.
- It will arrange employment and provide appropriate facilities for disabled employees and employees working beyond their normal retirement age.
- It will seek to ensure understanding and desired behavior of its employees and stakeholders related to diversity, equality, non-discrimination on gender, age, appearance, looks, religion, belief, background, disability, etc.
- It will seek to ensure no communication, expression or action that result in negative feelings which infringe, violate human rights or personal diversity and act appropriately when it is determined that a transgression has occurred.
- It will provide communication channels and opportunities for employees to communicate, express thoughts, opinions or concerns in a secure and anonymous manner and shall establish and maintain an appropriate management system to allow this.

If such actions are found, the company will take immediate and appropriate measures to address the violation, including investigation and corrective actions in accordance with company policies.

### Action Plan:

#### Short-term (1 Year):

**Policy and Procedure Development:** Establish comprehensive policies and procedures that outline the company's commitment to human rights, equality, and non-discrimination. Ensure these policies are communicated clearly to all employees and stakeholders.

**Internal Audits and Monitoring:** Conduct regular internal audits led by the welfare committee and internal auditors to ensure compliance with established policies.

#### Medium-term (2-3 Years):

**Risk Assessment and Mitigation:** Conduct a thorough risk assessment to identify areas of concern related to human rights within the organization and its supply chain.

**Stakeholder and Supply Chain Engagement:** Gather input from stakeholders and supply chain representatives through surveys and consultations to understand their perspectives and expectations on human rights and equality.



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Develop a Risk Mitigation Plan: Based on feedback and assessment, develop a comprehensive risk mitigation plan to address identified risks and align the company's practices with the expectations of stakeholders and the supply chain.

Long-term (4-5 Years):

Human Rights Due Diligence (HRDD):

Implement a comprehensive Human Rights Due Diligence process to identify, prevent, and mitigate human rights risks throughout the company's operations and supply chain.

This includes continuous monitoring of human rights impacts, both internally and across the supply chain, ensuring compliance with international standards and addressing any emerging risks.

Continuous Monitoring and Improvement: Implement regular audits and assessments to evaluate the effectiveness of human rights practices within the company and its supply chain.

Deficiency Analysis and Improvement: Analyze the findings to identify deficiencies and opportunities for improvement.

Enhanced Human Rights Practices: Use the insights gained from these assessments to update policies, improve training programs, and implement strategic initiatives to further strengthen the company's commitment to respecting human rights.

Alignment with Stakeholders: Perform periodic reviews of the company's status concerning human rights, ensuring alignment with stakeholder and supply chain expectations, and adapt the HRDD process as necessary.

Communication and Training:

The company will provide ongoing training and awareness programs for all employees to ensure a clear understanding of human rights principles, equality, and respectful behavior.

Develop channels for employees and stakeholders to report concerns related to human rights violations or discriminatory practices, with assurance of confidentiality and non-retaliation.

Alignment with International Standards:

The company's human rights practices will align with global standards such as the UN Guiding Principles on Business and Human Rights (UNGPR), the International Labor Organization (ILO) conventions, and relevant national regulations to ensure the highest level of compliance and integrity.



(Mr. Surajin Tappanchai)

Managing Director

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