



Human Rights Policy

Saha Pathana Inter-Holding Public Company Limited

Saha Pathana Inter-Holding Public Company Limited (the "Company") is committed to conducting its business with responsibility towards society and all stakeholders in terms of human rights protection. The Company complies with laws and international principles that align with the good corporate governance principles to ensure that the Company's business operations do not cause human rights violations, the Company has established a human rights policy and practices to prevent human rights violations in its business activities, both directly and indirectly.

Human rights refer to the basic rights and freedoms that all people are entitled to, which are guaranteed or protected against discrimination, injustice, inequality, and violence, while respecting human dignity. These rights are not restricted by physical or mental differences, race, nationality, religion, gender, language, age, skin color, education, social status, culture, customs, or other factors as defined by the laws of each country and international treaties that each country is bound to uphold.

Human Rights Policy

The Board of Directors, executives, and employees at all levels of the Company must be aware of and respect human rights in all aspects concerning every individual, society, and community, in accordance with the laws of each country and international treaties that each country is obligated to follow, including:

1. Not engaging in or supporting any activities that violate human rights.
2. Providing education and understanding of human rights principles to employees, ensuring that they integrate these principles into their work practices.
3. Not limiting independence or differences in thought, gender, race, religion, politics, or any other aspect and avoiding comments that could lead to conflict or division
4. Providing communication channels for employees or individuals who believe their rights have been violated or treated unfairly to file complaints with the Company, ensuring that all complaints are addressed and handled fairly.

Operational Guidelines

1. Respecting human rights, treating each other with respect and dignity, ensuring equality without discrimination based on physical or mental differences, race, nationality, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other aspects.



2. Exercising caution in performing duties to prevent risks of human rights violations in business operations and actively monitor human rights compliance.
3. Supporting and promoting actions that protect human rights.
4. Communicating, disseminating knowledge, providing understanding, establishing guidelines, and offering other forms of support to business partners in the business value chain, suppliers, contractors, and joint ventures to ensure participation in conducting business ethically, respecting human rights, and treating everyone in accordance with the principles outlined in this policy.
5. Ensuring compliance with human rights and not neglecting actions that may constitute human rights violations related to the Company. Any such instances must be reported to supervisors or responsible persons, and cooperation in audit and investigations should be provided. In case of doubts or questions, employees should consult their supervisors or responsible persons through the established communication channels.
6. The Company shall ensure fairness and protection for persons who report human rights violations related to the Company by implementing protective measures for whistleblowers or those who cooperate in reporting human rights violations, as defined by the Company's whistleblowing channels.
7. The Company shall continuously develop and implement a human rights due diligence process to identify issues, assess risks, evaluate the potential impacts of human rights violations, define the affected groups or individuals, plan and establish corrective and preventive actions, manage, rectify, and prevent human rights violations, and monitor the results where an appropriate mitigation process will be in place for addressing any human rights violations.
8. The Company is committed to building and maintaining an organizational culture that upholds respect for human rights in accordance with this human rights policy.
9. A human rights violator is a breach of the Company's code of ethics and must be subject to disciplinary actions in accordance with the Company's regulations. Furthermore, if the violation constitutes a legal offense, the violator may also face legal consequences.

This Human Rights Policy was approved by the resolution of the Board of Directors' meeting, No. 12 (Board #28), held on March 10, 2022 and shall be effective from March 11, 2022 onwards.

Somkid Jatusripitak

(Mr. Somkid Jatusripitak)

Chairman of Board of Directors