



(Translation)

### Corporate Social Responsibility Policy on Labor

Saha Pathana Inter-Holding Public Company Limited (“the Company”) recognizes the importance of employees as a driving force for sustainable business growth and advancement. The Company is committed to ensuring workplace safety and providing rights that meet or exceed legal requirements, including human rights and freedoms. The policy details are as follows:

- 1. Forced Labor:** The Company aligns its employment and labor management policies with international standards, human rights universal and human rights principles. The Company prohibits all forms of forced labor and does not support any actions involving coercion, threats, violence, confiscation of personal documents and causing fear of threats to life, body, freedom, or property, or through debt bondage where the debt is unjust against the company's employees and workers. Employment is based on job qualifications, education, experience, and suitability for the position in accordance with work regulations and rules.
- 2. Discrimination:** The Company respects diversity and treats all workers and employees equally, without discrimination based on race, nationality, ethnicity, skin color, religion, social status, gender, age, disability, political views, or marital status.
- 3. Child Labor:** The Company complies with labor protection laws and regulations regarding the minimum age of workers and employees. It does not employ minors in hazardous work or during prohibited hours from 22:00 to 06:00 and ensures that work does not interfere with compulsory education.
- 4. Female Labor:** The Company prioritizes the safety and health of pregnant or breastfeeding female employees, ensuring they receive rights and freedoms according to human rights principles. Specific measures include:
  - 4.1** Female workers and employees who are pregnant or breastfeeding and whose work may impact their pregnancy or child should inform their supervisor to consider adjusting their duties or seek medical advice for appropriate job modifications.
  - 4.2** The Company supports and promotes childbirth and breastfeeding, allowing employees to take breaks to express milk as needed, counting this time as work hours, and providing suitable facilities for this purpose.
  - 4.3** The Company will not terminate, demote, or reduce benefits due to pregnancy.
- 5. Labor Relations:** The Company respects employees' freedom to form or join employees' groups and will not interfere with lawful activities of employees' groups.



## บริษัท สหพัฒน์อินเตอร์โฮลดิ้ง จำกัด (มหาชน)

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6. **Sexual Harassment:** The Company will take measures to prevent issues related to sexual harassment, and the Company has established policies and procedure specifically aimed at preventing and addressing incidents of sexual harassment or discomfort experienced by employees in the workplace.
7. **Workplace Violence:** The Company will implement measures to prevent violence. Specific guidelines and procedures have been established to prevent and address incidents of violence within the workplace.
8. **Occupational Safety and Health:** The Company will ensure that employees work in a safe environment as mandated by law. The Company has defined the rights and responsibilities of employers and employees in accordance with occupational safety, health, and environmental regulations. Employees are empowered to refuse work that may be hazardous due to machinery, tools, or environmental conditions, or if adequate safety measures are not in place. They must report such issues to their supervisors or safety officers at all levels. The relevant personnel will promptly address these hazards, and supervisors will assign appropriate tasks to employees while awaiting resolution, following specific procedural guidelines.

Announced on March 1, 2023

Vichai Kulsomphob

(Mr. Vichai Kulsomphob)

President

