



## Notification No. 002/2568

### Subject: Human Rights and Labor Practices Policy

Jasmine International Public Company Limited, together with its affiliated companies (hereby, the “Company”) respect all human rights by recognizing that human beings inherent rights from birth, have dignity, and are equal. The Company is committed to treating employees impartially and equally, without discrimination, in order to allow employees to be able to demonstrate their full potential. In addition, the Company is committed to adhering to international labor standards and comply with the Labor Protection Act and Thai labor standards, along with other relevant laws and regulations, and international agreements, including the Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, and the Convention on the Rights of the Child to ensure that the Company’s business operation is free from human rights violations.

Therefore, the Board of Directors deems it appropriate to establish human rights policy and labor practices guideline in order to prevent human rights violation in all business activities of the Company.

#### 1. Objective

- 1) To prevent human rights and labor practices violations or impacts in all business activities of the Company.
- 2) To protect all stakeholder groups from all forms of discrimination and harassment.
- 3) To promote work collaboration, along with provide employees with equal opportunities for self-development.
- 4) To manage human rights issues of the same standards throughout the organization.



## 2. Scope of Policy

This human rights policy and labor practices guideline apply to the Company's board of directors and employees and must strictly be implemented according to the established procedures.

The Company aims and encourages its stakeholders throughout the value chain, including its subsidiaries, affiliates, joint ventures, and business partners and suppliers, to support and comply with this policy. The Company aims to communicate its commitment and policies regarding human rights and labor practices with its employees and stakeholders through various channels.

## 3. Definition

- 1) **Human Rights** refers to the fundamental rights that every human being is equally entitled, regardless of their physical differences, race, gender, nationality, language, religion or any other status. Every human has equal rights and is safeguarded from being violated by others.
- 2) **Diversity** refers to differences of attitude, culture, belief, race, nationality, sexual orientation, gender identity, ability, health, social status, skill, and other personal characteristics.
- 3) **Acceptance of Differences** refers to giving value to differences among people, being an organization that employees feel engaged and accepted, providing fairness to all involved parties.
- 4) **Violation/Harassment** refers to inappropriate behavior and is unwelcomed, or cause offense or humiliation to others, verbally or by action that has a potential to intimidate or insult, to cause humiliation or distress, or to create hostility or unfriendly work environment to the person subjected.
- 5) **Sexual Harassment** refers to behavior that sexually violates the rights of others, whether through words, looks, or gestures, including forced sexual intercourse, and the victim's feelings must be prioritized. Any conduct that makes the victim feel embarrassed is



considered to be a violation of privacy, and whatever is conducted without their consent is all considered to be a sexual harassment.

- 6) **Forced Labor** refers to forced labor or labor that is forced to work, that is a task or service that a person is forced to do as a punishment, whereas the person is unwilling. An individual may be forced into labor through threats, physical violence or sexual abuse, sometimes they may be confined and sometimes as bonded labor.
- 7) **Discrimination** refers to treating a person differently, discriminating or granting privileges to a particular person or group of people based on certain characteristics of the individual or the group of people such as race, nationality, ethnicity, skin color, ancestry, religion, social status, gender, age, disability, political ideology, as well as marital status.

#### 4. Duty and Responsibility

##### 1) Board of Directors

Set up human rights policy and labor practices guideline to prevent violations in all business activities of the Company, which is a part of the business ethics.

##### 2) Human Resource Department

Communicate ideas and objectives to raise awareness and understanding of the human rights and labor practices among staffs and all groups of stakeholders throughout the supply chain, as well as establish Human Rights Due Diligence Process, collect evaluation results, and prepare reports on human rights practices and labor practices to the Risk and Sustainability Management Committee.

##### 3) Employee

Understand and comply with human rights policy and labor practices guidelines, as well as report or notify if witnessed actions that violate this policy

#### 5. Human Rights and Labor Practices Guideline

##### 1) Respect for Laws and Human Rights Principles

- Civil Rights and Political Rights



- Promote acceptance of differences and able to coexist on the basis of equality despite differences.
- Do not engage in any actions that may create an intimidating, harassing or unfriendly work environment, including physical, verbal, mental and written harassment
- Do not engage in any actions that disturb the work of other personnel, which causes annoyance.
- Do not engage in any actions that are immoral or sexually harassing to other staffs. Such actions include molestation, obscenity, or sexual harassment whether verbally or through actions that may cause disturbance, humiliation, disgrace or discouragement.
- Do not engage in any actions that restrict freedom of expression or participation of political activities which are deemed personal rights and opinions. However, the Company name must not be referred to and the Company's property must not be utilized for any political purposes.

- **Economic, Social and Cultural Rights**
  - Provide employees with social security and welfare as required by law
  - Provide employees with rest breaks during working days and working hours as well as annual paid leave in accordance with the labor laws.
  - Do not engage in any actions that restrict the rights to practice cultural and religious beliefs.

## 2) Fair and Equitable Labor Practices

- **Forced Labor**
  - Do not engage in any actions that support any form of forced labor and individual coercion to perform tasks or services through the use of punishment which the individual did not voluntarily choose to do so, such as not forcing involuntary labor, not forcing labor through threats, not using physical violence or sexual abuse.
  - Do not confine or impose bonded labor, fail to pay or withhold wages, limit freedom of movement, seclude, as well as not charge fees or withhold any



personal identification documents of employees, except that which does not violate the law.

- **Non-Discrimination and Equal Opportunity**

- Pay wages, compensations and various forms of benefits that comply with labor laws on time and will not deduct employee wages, except that which does not violate the law, taking into account the appropriate and adequate level to meet living expenses.
- Pay equal compensations to male and female employees for work of equal value.
- Prohibit discrimination against any employee in any environment, including creating inequality due to prejudices from reasons unrelated to work.
- Prohibit discrimination in recruitment and selection of personnel based on age, gender, sexual orientation, race, nationality, disability, religion, but select by considering the required qualifications according to the opening job position.
- Develop human resources in a comprehensive, equitable, and non-discriminatory manner by considering the suitability for the position and career advancement.
- Set and disclose performance evaluation criteria for awareness.
- Disclose performance evaluation results to employees with transparency and fairness in order to allow employees to improve their work performance.
- Job transfer process must be based on equality in career advancement opportunities and non-discriminatory.
- Termination must be based on performance that does not meet quality standards according to the evaluation criteria, or disciplinary violation at work that warrants termination, or health issues that is diagnosed by a physician, or other reasons that is non-discriminatory.
- Treat all stakeholder groups including customers, business partners and suppliers, and communities with fairness and equality, ensuring respect and

non-infringement of their fundamental rights including personal data and safety.

- Ensure transparent procurement procedures with all suppliers to foster fair competition, as well as promote an understanding and business practices that uphold the principles of human rights.
- Provide opportunities for and actively seek suggestions related to the Company's business conduct from all groups of stakeholders, including employees, customers, partners and suppliers, and communities.

- **The Right of Peaceful Assembly and the Right to Collective Bargaining**
  - The assembly must be conducted peacefully and without weapons.
  - The assembly must be conducted without affecting work efficiency and continuity of customer service.
  - Do not engage in any actions that restrict the rights of assembly, except to protect the public interest, maintain order and peace, or prevent from illegal actions or business ethics.
  - Respect the rights and freedom of associations or any form of assemblies, as well as the right to collective bargaining through negotiation groups and associations that do not violate the law, which is the basic rights that leads to the protection of other rights for social progress and sustainable development.
- **No Child Labor**
  - Respect children's rights and follow the laws and regulations regarding children's rights, both on the national and international level, including Children's Rights and Business Principles (CRBP)
  - Prohibit employment of child labor under the legal age of each country.
  - Prohibit employment of child labor for work that has unsafe conditions & environment according to the law of each country, which is harmful to health, safety, and development, as well as affecting compulsory education.
  - Prohibit employment of child labor for overtime work or work on holidays.



- **Safety, Occupational Health, and Work Environment**
  - Workplace safety is the responsibility of every employee at all levels to collaborate and implement in order to ensure safety of oneself and others.
  - Give importance to preventive measures for accidents that may occur from work, for employees, customers, partners and suppliers, or others.
  - Support and promote safety, occupational health and work environment activities in order to achieve maximum effectiveness in implementation.
  - Continuously develop employees' ability in the areas of safety, occupational health and work environment in order to maintain safe and effective working standards.
  - All employees, including external individuals performing work or receiving services must strictly adhere to safety, occupational health and work environment regulations.
  - Supervisors at all levels must promote, support, oversee, and prioritize safety, occupational health and work environment matters for subordinates.
  - Follow up and evaluate the implementation of safety, occupational health and work environment policies in order to ensure strict compliance and achieve maximum efficiency according to the safety regulations and standards in workplace.
- **Human Rights Risks Assessment**
  - Establish a comprehensive human rights risk assessment process.
  - Implement a risk prevention plan and appropriate remediation in case of human rights violations.
  - Continuously monitor and review prevention and remediation guidelines to ensure effective human risk management.

## 6. Receiving Complaints

Provide channels for filing complaints and whistleblowing regarding violation of human rights and labor practices, including bullying and harassments. The process and channels shall



comply with policies and guidelines regarding whistleblowing according to the Company's business code of conduct manual and work regulations or as specified by the Company. The Company ensures confidentiality and protection of the whistleblower.

## 7. Penalty

Any violation and non-compliance to these guidelines and regulations, and causing damage to the Company is considered as an offense. The consideration of the penalties will be decided with fairness, taking into account the severity and nature of offense as the primary consideration. The person to impose penalties shall be in accordance with the Company's business code of conduct manual and work regulations or as specified by the Company.

## 8. Remediation Guidelines and Measures

The Company recognizes the importance of providing remedies for individuals affected by human rights violations. The Company has established comprehensive rehabilitation and remediation measures in both monetary and non-monetary forms to alleviate hardships for those affected in a fair and appropriate manner. The consideration for remedies will take into account the level of impact on a case-by-case basis through collaborative negotiations with affected parties, in line with clearly established frameworks and measures.

## 9. Report

Compile and file reports on the assessment results of human rights impact and treatment of labor and report human rights practices and treatment of labor to the Risk and Sustainability Management Committee at least once a year.

## 10. Policy Review

The Risk and Sustainability Management Committee must review human rights and labor practices policy annually and present to the Company's Board of Directors for approval in case of any changes.



This policy was reviewed and revised by the Risk and Sustainability Management Committee Meeting No. 1/2568, dated on 19 February 2025 and was approved by the Board of Directors meeting No. 1/2568, on 27 March 2025 and takes effect from 27 March 2025 onwards.

*- Signed by -*

Dr.Soraj Asavaprapha

Chairman of the Board