

# Human Rights and Fair Labor Practices



JAS recognizes the importance of human rights as a fundamental part in promoting equality both within the organization and in society at large. Upholding human rights is not only an ethical obligation but also a key driver in building trust among stakeholders, including suppliers, customers, and communities. We firmly believe that operating with respect for human rights fosters sustainable success and value creation for both the organization and society as a whole.

As part of our commitment to conducting business in full respect of human rights, we strive to maintain a work environment that is safe, inclusive, and equitable for all stakeholders. To this end, we have established a set of policies regarding human rights. We closely monitor and report on human rights violations and remediation measures for individuals impacted by such violations. Additionally, we encourage our partners and suppliers to comply with international standards of human rights, ensuring that no human rights violations occur throughout the value chain.

## Operational Guidelines

- Establish clear systematic policies regarding human rights and fair labor practices
- Implement a process for monitoring and reporting human rights violations, as well as remediation measures for individuals impacted by such violations
- Disclose human rights-related operational performance in a transparent manner
- Appoint a Welfare Committee to oversee and ensure the provision of appropriate benefits for employees
- Foster an organizational culture that values individuals and supports gender diversity

## Human Rights and Fair Labor Practices Policy

JAS is dedicated to respecting human rights and upholding the importance of fair and equal treatment for all stakeholders, including employees, customers, and suppliers, without discrimination. We ensure equitable treatment of our employees and respect the rights of our customers, particularly in safeguarding their personal data and rights throughout all business processes. Additionally, we maintain a fair and transparent procurement process and actively encourage our partners and suppliers to adhere to human rights principles. This fosters shared responsibility across the entire value chain, from the Company to joint ventures to suppliers, in accordance with applicable laws and international standards including the Universal Declaration of Human Rights (UDHR), the 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. Through this commitment, we ensure that our operations remain free of human rights violations and are standardized across the organization.



For more information about JAS human rights policies

Please visit our website at

"Sustainability Policy and Targets" Section  
or scan QR code.



## Human Rights Monitoring and Reporting

JAS has implemented systematic mechanisms and measures to prevent human rights violations. We provide whistleblowing channels for reporting complaints related to human rights and labor practices violations, including instances of bullying and harassment. The procedures are in line with our policies and practices for whistleblowing outlined in our Code of Conduct and company regulations. We ensure the protection and confidentiality of the complainants and whistleblowers' information.

## Complaint Channels

### 1. Channels for Employees



#### Notify supervisors

**Notify Human Resources Department,**  
Tel. (+66)2-100-3095  
**Notify Office of Internal Audit,**  
Tel. (+66)2-100-3118

audit\_committee@jasmine.com

#### E-mail



**Notify Chairman of Audit and Corporate Governance Committee**  
KarlJamorn@hotmail.com

### 2. Channels for External Stakeholders



#### Online channel

**Notify via online whistleblower channel**  
[www.jasmine.com/contact](http://www.jasmine.com/contact)

#### Whistleblowing Unit,

Jasmine International Public Company Limited  
Jasmine International Tower, 200 Floor 29-30, Moo 4,  
Chaengwattana Road, Pakkred Subdistrict, Pakkred District,  
Nonthaburi 11120 Thailand

#### Send registered mail



In addition, we have established disciplinary measures for violations and non-compliance of human rights, which may cause damage to the organization. Disciplinary actions are considered fairly, taking into consideration the severity and nature of the violations. We also collect and store reports of human rights and labor practices assessments, which are reported to the Risk Management for Sustainable Development Committee at least once a year to ensure the effectiveness of the measures in preventing human rights violations.

## Remediation Mechanisms for Human Rights Violations

### 2024 Performance



In 2024, JAS recorded **no incidents regarding human rights violations, marking the third consecutive year without such occurrences.**

As a result, no remediation measures were required.

JAS gives priority on remediation for individuals affected by human rights violations, with a commitment to providing timely and appropriate remedies, ensuring that those who are affected receive fair treatment and compensation. We have stipulated comprehensive rehabilitation and remediation measures in both monetary and non-monetary forms. To determine remediation, we take into consideration the level of impact in each case and carry out collaborative negotiations with affected parties, in line with clearly established frameworks and measures to ensure appropriate and comprehensive remedies. Additionally, in case of human rights violations, we have established processes in place to prevent future occurrences by monitoring and implementing effective preventive mechanisms, ensuring the sustainability of human rights practices within the organization.

## Human Rights Culture Cultivation and Communications

JAS is committed to upholding human rights and fair labor practices while striving to cultivate a culture that values individuals and eliminates discrimination and all forms of harassment. This includes discrimination based on race, nationality, ethnicity, skin color, ancestry, religion, social status, sex, gender, age, disability, ideology, and marital status. We fully support equitable treatment in the hiring process, personnel development, and fair compensation in accordance with labor laws. In addition, we are dedicated to treating all employees with fairness and respect for their fundamental rights. We promote an organizational culture that embraces openness and diversity, fostering collaboration in the workforce while supporting freedom of expression and peaceful assembly. We strictly adhere to international labor practices, rejecting the use of forced labor and child labor and ensuring ethical practices throughout our business operations.

### Welfare Committee

To oversee and communicate our human rights principles, JAS has appointed a Welfare Committee to ensure appropriate benefits and compensation for employees. The Committee comprises employee representatives who play a key role in negotiating and enhancing agreements affecting employees, such as welfare policies and working conditions, as well as providing suggestions for developing benefits that address employee needs. In 2024, the Committee met to consider welfare improvements to be more comprehensive and respond to the needs of employees. Following the meeting, we increased coverage for group insurance and have made additional benefit adjustments to align with the marriage equality law, thereby promoting equality and ensuring holistic support for our employees.

## Campaigns to Promote Gender Diversity within the Organization

In 2024, JAS organized activities as part of our efforts to foster a culture that embraces and supports equality.



These included internal campaigns promoting gender diversity within the organization, awareness initiatives focused on “Ensuring Gender Equality in the Workplace,” and a costume contest to raise awareness on the issue. The projects were carried during Pride Month, which takes place every June, coinciding with the passage of Thailand’s Equal Marriage Law. The activities were met with enthusiasm, with executives and employees joining and dressing colorfully. This underscores openness and respect to gender diversity, reflecting our commitment to equal treatment of all employees within the organization.