



Supalai Public Company Limited

Policy on Children Rights

"Child rights" are a critical issue that organizations must prioritize no less than the rights of adults. Any negative impact on children can be more severe and long-lasting, as children often lack bargaining power and have limited ability to protect their own rights.

Supalai Public Company Limited recognizes this importance. Although children and youth may not be directly part of the business value chain, they are a group linked to the families involved in the company's operations and interactions with stakeholders and thus may be directly or indirectly affected. Furthermore, young people participating in vocational training programs at the company may play a significant role in the future development of the organization.

Accordingly, the Company has established this Policy to guide all employees in respecting, promoting, and protecting the rights of children, in alignment with the UNICEF Child Rights and Business Principles (CRBP). The Company aims to ensure that child rights considerations form an integral part of corporate sustainable growth.

Scope of Application of the Child Rights Policy

This Policy applies to all levels of employees, including directors, executives, and operational staff, as well as the Company's business partners, suppliers, contactors and external parties involved in the Company's activities particularly those activities that may have direct or indirect impacts on the rights of children and youth.

This Child Rights Policy shall be considered an integral part of the Company's "Core Human Rights Policy" (dated 13 May 2025) and the "Supplier Code of Conduct" which strictly prohibits child labour including any future amendments or revisions thereto.

Definitions

Child refers to a person whose age falls within the definitions set forth by the United Nations Convention on the Rights of the Child (UNCRC) and of which are protected under the Constitution of the Kingdom of Thailand.

Child Labor Refers to private sector employees whose age falls within the specifications of the Labour Protection Act B.E. 2541 (1998).

Scope of the Child Rights Policy

Support and Promotion of Children's Rights

As the Company's core business involves real estate development and the construction of residential projects comprising both low-rise developments and condominiums, its operational processes and value chain could potentially impact children's rights, either directly or indirectly, in the absence of appropriate management measures.

The Company adopts the "Children's Rights and Business Principles" (CRBP) established by UNICEF as a guideline for conducting business that respects children's rights. This framework comprises four principles through which the Company can generate a positive impact on children: 1) supporting children's survival 2) protecting children from violence 3) Appropriate development and 4) Providing opportunities for child participation. This involves establishing an operational framework to create a safe environment, ensure access to education and protection for children living in construction worker camps, and guarantee their right to access basic public utilities, thereby laying the foundation for a sustainable future.

The Company does not have a policy of employing workers below the legal age limit, as such employment could hinder age-appropriate development, pose risks to physical or mental well-being, or result in the loss of educational opportunities. Consequently, the Company places great importance on preventing such negative impacts.

Good Practices

1. Strictly prevent of child labour.

Regarding employment, the Company requires that all applicants and employees, whether permanent, contract, or temporary, meet the age requirements stipulated by the Labour Protection Act. To ensure that employment is appropriate in terms of maturity and job responsibilities, the Company thoroughly verifies the age of every job applicant prior to hiring, thereby preventing the concealment of information or the employment of individuals below the legal age limit.

By establishing a Minimum Age for Interns or Participants in Dual Vocational Training Programs the Company shall define the minimum age for interns in alignment with labor laws and international human rights standards to prevent any form of unlawful child labour.

2. Safety and Occupational Health Management

The Company is committed to ensuring a safe environment for children during its activities by implementing appropriate safety measures and supervision for all events involving children and youth. The Company will diligently oversee operations and conduct safety risk assessments to prevent accidents, harassment, or any incidents that could pose a danger to children and youth.

Mitigate the impact of construction activities on the communities and social environments where children live, in order to support safe living conditions, prevent any physical or psychological harm and to promote safe and constructive learning experiences.

In the event that a child or youth suffers harm or illness, we will consider providing assistance and care, ensuring they receive necessary benefits in a fair manner.

3. Supporting Educational, Sports, and Quality-of-Life Opportunities

The Company supports activities that foster the development of children and youth, including employees' children as well as initiatives promoting sports and well-being among local youth. These efforts focus on creating opportunities and enhancing the skills and quality of life for children and young people in the surrounding communities.

4. Providing opportunities for children and youth to participate.

To foster the participation of children and youth and encourage them to share their views, the company supports interns in openly expressing their opinions or reporting issues. The company listens to this feedback and uses it to refine and improve its operational practices.

5. Fair supply chain governance

In conducting business ethically and with regard for children's rights, employees are required to avoid any contact or communication that could cause emotional distress to children or youth within the families of customers and business partners and must also recognize the importance of protecting the personal data of children and youths.

6. Monitoring, Oversight, and Reporting

The Company conducts monitoring and follows ups including remediation in the event of violations and maintains a regular evaluation system to ensure that the entire supply chain operates ethically and is free from child labour, utilizing appropriate indicators and reporting results to management. These performance outcomes are used to continuously improve child rights related processes, alongside information disclosure via sustainability reports and external assessments based on sustainable global standards.

All executives and employees of Supalai Public Company Limited are required to support, promote, and strictly comply with the Company's policies and good practices.

This Policy was approved by the Board of Directors. It shall be reviewed at least annually the Child Rights Policy at least once a year, or whenever there are significant changes to relevant issues, to ensure that its implementation remains aligned with applicable laws, international human rights standards, and the UNICEF Child Rights and Business Principles.

Please be informed accordingly.

Notified on this 14th day of July 2026

Dr. Prateep Tangmatitham

(Dr. Prateep Tangmatitham)

Chairman of the Board of Directors