Supalai Public Company Limited

Policy on Treatment of Employees

Supalai Public Company Limited is fully aware that employees at all levels are valuable resource of the Company, which is a factor for success and achievement of the goals of the Company. Accordingly, it shall provide care and fair treatment in terms of opportunity, returns, appointment, transfer and trainings for the employees as well as encouraging them to show their potential in order to be part of a sustainable development of the organization. Such policy also covers the operations of the subsidiaries and associated companies, as detailed below.

1. The Company considers the employees at all levels its honored colleagues with dignity who should be well taken care.
2. The Company ensures that the employees work as a team with unity, while boosting good morale for employees at all levels.
3. The Company encourages motivation to work and creates ties and relationship between the employees and the Company.
4. The Company manages its operation with due care in order to avoid any unfair act, which may affect the job security of employees.
5. The Company encourages employees to improve their quality of life and develop the lives of their families in order to be happy and self-reliant.
6. The Company encourages employees to jointly work together according to good culture and values and create unity within the organization.
7. The Company complies with the laws, acts, and regulations on labor laws, employee welfare, and working environment, and provides the inspection processes to ensure fair and equitable treatment of employees and non-discrimination. The Company shall not exercise bargaining power or coerce employees into any agreement which deprives them of their fundamental rights that should be obtained according to laws.
8. The Company provides opportunity for employees' feedback or complaints relating to work. Such feedback or complaints shall be considered seriously in order to determine corrective methods for the benefit of all parties and to jointly build good relationships in working together. This is to ensure that the employees can lodge complaints or feedback in a confidential manner.
9. The Company employs and provides remuneration without discrimination, and provide equal opportunities for women, the disabled or other vulnerable groups.
10. The Company prohibits female employees from performing work that is harmful to health or body as required by laws. In addition, the Company shall assign pregnant women to work in an environment that is not harmful to health and safe for pregnancy. The Company shall not lay off, demote, or reduce the benefits of female employees due to pregnancy. The Company provides opportunities and supports employees to propose recommendations on work regulations and work environment as well as other matters through the Welfare Committee and Supalai Relations Club.

Please be informed accordingly.

Notified on this 12nd day of December 2023

(Dr.Prateep Tangmatitham)
Chief Executive Officer