



Supalai Public Company Limited

Policy on Human Rights

Principle

Supalai Public Company Limited recognizes that all human beings are valued and equal in dignity and rights. The Company, therefore, respects human rights as the fundamental virtue for working and living together. The Company has established adherence to ethical principles as an integral part of the organization's desirable behavior. This creates confidence that the way of doing business and employees' practices is based on the principle of reciprocal respect for an individual's honor and dignity. The Company upholds and respects human rights as reflected in the Universal Declaration of Human Rights (UDHR), the United Nations' Guiding Principles on Business and Human Rights (UNGP) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The conceptual framework of the implementation of this Policy is structured by the aforementioned standards, for instance, in the Human Rights Due Diligence process, promoting and protecting human rights, including driving equality of and opportunity to people with different gender or disability, etc.

Scope

This Policy shall be applied to the Company and its subsidiaries. Furthermore, it shall be disseminated to the Company's Suppliers for adaptation to their operations and shall encourage the participation of Business Partners in our supply chain on human rights aspect for the agricultural and food industries. This policy extends its coverage of the Company's merger and acquisition programs forthwith and the human rights aspects shall be one of the key elements in deliberation and resolution.

Definition

"The Company" means Supalai Public Company Limited and Subsidiaries

"Subsidiaries" mean Companies of which the Company

- (1) directly or indirectly holds more than 50% of the total voting shares and/or
- (2) directly or indirectly has the majority power at the convened shareholders' meeting and/or
- (3) directly or indirectly has control power in appointing or dismissing at least half of the Board of Directors

"Joint-Ventures" mean any companies that the Company governs in accordance with the mutual agreed terms as stipulated in the joint-venture agreement and are not the Company's Subsidiaries.

"Employee" means Employees and Workers at all levels of the Company

"Supplier" means Entities providing goods and services to the Company, including Contractors providing manpower and manpower's services.

"Business Partner" means Individuals or organizations in relationship and association with the Company's business operations, for instance, consumer, customer, community, civil society organization, etc.

Implementation

To promote respect for human rights throughout the organization, to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental right equally and fairly, while fostering freedom of association including the right to collective bargaining, equal remuneration, as well as to reinforce protection of vulnerable groups and to mitigate risks of human trafficking, forced labour, child labour, discrimination and harassment in any forms in zero-tolerance approach, the Company commits to the following practices;

- Strictly comply with the Company's rules and regulations, including related laws.
- Regularly monitor and assess risk and impacts on human rights as well as providing appropriate risk management guidelines or control measures, of which all business units are in charge to ensure that the risk management of the Company's operations including its value-chains is fully implemented in their area(s) of responsibility.

- Develop the Human Rights Due Diligence Process, for the Company's operations and its value-chains, which is implemented periodically, comprising analyzing and assessing human rights risks aforementioned – aiming to identify and mitigate human rights risk and to prevent human rights violations or other adverse impacts on human rights deriving from the Company's operations and its value-chains with particular focus on vulnerable groups, for instance, women, children, people with disabilities, indigenous people, religious group, migrant workers, third-party contracted labour, local communities, elderly pregnant women, LGBTQ+, customers, etc. – managing those risks and continuously monitoring and reporting the performances.
- Systematically apply the Human Rights Due Diligence Process for future merger and acquisition programs of the Company.
- Foster proactive two-way communication amongst employees to promote greater awareness, knowledge and understanding of their role in respecting human rights, introducing grievance mechanisms for employees and stakeholders to raise concerns, make complaints or identify adverse human rights impacts in case of human rights violations.
- Establish procedures for investigating allegations of human rights abuses and violations upon receiving grievance reports from employees and/or stakeholders, as well as report to top management to pursue effective solutions to mitigate any adverse human rights impacts.
- Communicate and disseminate policy and guiding principles to Supplier and Business Partners to serve as guidelines for preventing involvement in human rights violations.
- Promote ethical business conduct amongst Suppliers and Business Partners to build a culture of reciprocal respect and enhance mutual growth and development in a sustainable manner.

In this regard, the Company's commitment to respect human rights has been explicitly reflected through the key corporate policies as follows:

- Code of Conduct
- Code of Conduct of Supalai's Business Partners
- Good Corporate Governance Policy
- Policy and Guidelines on Social
- Policy and Guidelines on Gender Equality and Women's Rights
- Vision, Mission, and Policy on Safety, Occupational Health and Working Environment
- Policy on Treatment of Business Partners
- Policy on Responsible Termination
- Policy on Personal Data Protection
- Abuse and Harassment Policy
- Policy on Treatment of Customers
- Policy on Treatment of Shareholders
- Policy on Treatment of Employees

In addition, the Company has categorized stakeholder groups relevant to human rights issues and established appropriate operational guidelines, as summarized from the aforementioned policy as follows,

1) Employee and Labor

The rights of workers and employee working conditions are aligned with international labor standards. The Company adheres to its Policy on Human Rights, Policy on Treatment of Employees, Code of Conduct for Employees and Executives, Human Resource Strategy, and the Quality, Security, Safety, Occupational Health, Environment, and Business Continuity Policy. These policies are consistent with the International Labour Organization (ILO) standards, particularly in respecting the right to freedom of association and the right to collective bargaining. The Company is committed to preventing all forms of discrimination and strictly prohibits harassment, including sexual and other forms of harassment, human trafficking, child labor, and forced labor. This approach is also in accordance with the Company's Abuse and Harassment Policy. Furthermore, special attention is given to protecting the rights of vulnerable groups, such as children, persons with disabilities, women, members of the LGBTQ+ community, the elderly, and pregnant women, among others.

2) Local Communities

The Company is committed to being a trusted partner to local communities and actively promotes community rights through various initiatives. These initiatives are implemented directly by the Company, in collaboration with business partners, and in coordination with government agencies, with the goal of supporting the development of communities in areas where the Company operates. Additionally, the Company encourages community participation by providing accessible channels for expressing opinions and feedback regarding its business operations.

3) Business Partners

Business partners refer to contractors, suppliers, service providers, or other entities that have a contractual relationship with the Company in connection with its business operations. The Company expects and encourages its business partners to respect human rights and to conduct their operations in accordance with the principles outlined in the Supplier Code of Conduct. Furthermore, the Company calls on its partners to demonstrate a clear commitment to identifying, preventing, and mitigating human rights risks, as well as taking responsibility for the human rights impacts of their own activities. In cases of human rights violations, the Company expects business partners to have appropriate processes in place to remediate and address such violations effectively.

4) Customer

The Company is committed to respecting and protecting the human rights of all customers by providing services fairly, without discrimination, and does not violate **personal rights**. The Company ensures transparent handling of customer complaints and promotes access to clear, accurate, and sufficient information to enable customers to make informed decisions. The Company will not engage in any actions—either directly or indirectly—that could compromise the dignity of customers or lead to misunderstanding or misrepresentation

The Company provides communication channels for stakeholders to express concerns, report issues, or submit complaints through the 1720 system.

This policy implementation is consistent with the intent of the Company that all relevant parties are treated with fairness, dignity, respect and equal opportunity along with ensuring community and social responsibility on the basis of safety and good quality of life. This includes encouraging Suppliers and Business Partner to grow responsibly together and respect the fundamental human rights of all stakeholders equally in accordance with the international practice for corporate social responsibility towards sustainable growth.

Please be informed for your acknowledgement.

Notified on this 13th day of May 2025



(Dr. Prateep Tangmatitham)
Chairman of the Board of Directors