

Human Rights Policy

Poly Plast (Thailand) Co., Ltd. is committed to conducting business with integrity, upholding ethical values, and respecting human rights. The company aligns with global human rights standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. These commitments demonstrate Poly Plast's dedication to ethical business practices and corporate social responsibility.

The Board of Directors has implemented clear human rights policies and practical guidelines to foster a work environment free from human rights violations. These measures are designed to prevent and address potential violations, both within the company and throughout the entire supply chain. This human rights policy applies to Poly Plast (Thailand) Co., Ltd activities, including its employees, operations, products, services, and subsidiaries. Although the company does not have direct authority over joint ventures, contractors, or suppliers, it urges them to adopt the same human rights standards outlined in this policy.

Definition of Human Rights

Human rights are the fundamental entitlements inherent to every individual, regardless of background, nationality, race, gender, age, beliefs, or other personal characteristics. The company is resolutely committed to protecting these rights, which include equality, freedom of expression, fair labor practices, and the right to participate in decision-making processes. Additionally, this encompasses the protection of freedom of association, non-discrimination, and the safeguarding of privacy, health, safety, and freedom from coercion or intimidation. These rights must be exercised with responsibility, ensuring they do not infringe upon the rights of others or violate ethical standards.

Discrimination refers to unequal or unfair treatment of individuals based on personal characteristics, leading to unjustified advantages or disadvantages. Which includes, but is not limited to, differential treatment based on race, gender, social status, or any other protected characteristic.

Harassment refers to actions or behaviors that are inconsiderate, inappropriate, or unacceptable when directed towards individuals with whom one interacts. Non-sexual harassment may involve bullying, intimidation, discrimination, or denial of fundamental rights, such as access to restroom breaks, food, and water. It may also encompass excessive workloads, segregation, unfair treatment, or the withholding of benefits, such as promotions. Sexual harassment, on the other hand, involves unwelcome sexual advances or conduct. Harassment may take various forms, including physical, psychological, sexual, and economic abuse.

Vulnerable Groups the company recognizes that certain groups, including individuals with disabilities, ethnic minorities, refugees, economically disadvantaged persons, LGBTQ+ individuals, child laborers, migrant workers, women, disabled workers, and other marginalized communities, require additional protection from discrimination.

Commitment to Human Rights Protection

The committee, executives, and employees are keen on upholding human rights principles in all aspects of their work, in full compliance with international standards and domestic laws. Key commitments include:

- Ensuring that all business operations fully respect and promote human rights.
- Actively preventing any actions that may lead to human rights violations.
- Promoting and supporting human rights initiatives throughout the organization.
- Providing clear education, guidance, and communication on human rights protection for workers and stakeholders.

Implementation Guidelines

1. Commitment to Human Rights

All employees should uphold and advocate for human rights in their conduct and decision-making. It includes ensuring fair and equitable treatment of all individuals, regardless of race, nationality, religion, gender, age, skin color, educational background, social status, culture, or any other distinguishing factor. The company is committed to maintaining a workplace that fosters respect and inclusivity for everyone.

2. Caution in Operational Practices

Poly Plast (Thailand) Co., Ltd. is committed to identifying and addressing any potential risks related to human rights violations in its operations. The company staunchly opposes all forms of discrimination, including gender-based discrimination, and implements a stringent policy of non-discrimination. All forms of harassment are categorically prohibited. To ensure full compliance with human rights standards, the company regularly conducts thorough assessments and evaluations of its operations. Should any violations be discovered, the company will take immediate corrective action, including, if necessary, disciplinary measures, termination of employment, or legal proceedings.

3. Policy Communication and Support

The company will communicate policies, provide training, and establish guidelines to promote ethical practices, human rights, and fair treatment across the business value chain, including employees, customers, partners, suppliers, and contractors. Includes raising awareness of human rights and ethical conduct in all interactions.

4. Monitoring and Reporting Human Rights Practices

The company is committed to upholding human rights by proactively monitoring practices to prevent potential violations. If you identify any concerns, report them immediately to the designated compliance officers. Employees and stakeholders are expected to support investigations and are encouraged to seek guidance from compliance officers whenever concerns or uncertainties arise.

5. Complaint Channels and Corrective Action

The company will establish effective complaint channels to ensure fairness and protect individuals impacted by human rights issues. It includes reporting violations and taking corrective actions per company procedures.

6. Human Rights Due Diligence

A continuous human rights due diligence process will be implemented from the outset of any investment, merger, or partnership to identify key issues and assess associated risks. This process will include identifying affected groups, evaluating risk exposure and planning corrective measures following the company's risk management framework. Ongoing monitoring will ensure the effective mitigation of any violations.

7. Commitment to a Human Rights-Centric Culture

Poly Plast (Thailand) Co., Ltd. is committed to cultivating a workplace culture that upholds and respects human rights principles across all levels of the organization.

8. Corrective Action in Response to Violations

In the event of human rights violations, including discrimination or harassment, the company will take appropriate corrective actions. These may include disciplinary measures or legal compliance with applicable laws and regulations.

9. Transparency and Disclosure

The company is dedicated to transparent communication regarding its human rights practices, remediation efforts, and preventive actions, ensuring comprehensive reporting and disclosure.

10. Policy Review and Updates

Poly Plast (Thailand) Co., Ltd. Human Rights Policy will be reviewed and updated as necessary to reflect any changes affecting the organization.

This policy is effective from October 1, 2024

(MR. WONG KHIONG TAT)

Company Director

Anti-Corruption Policy

The company has established guidelines for implementing the anti-corruption policy as follows:

1. The Board of Directors, executives, and employees are strictly prohibited from engaging in or supporting any form of corruption, whether directly or indirectly. It applies to all business transactions and operational contexts. All employees must comply with the company policy. Any violations will result in disciplinary action and may lead to legal consequences. Employees who notice potential corruption must report the matter to their supervisor or the appropriate authorities. The company is also committed to regularly reviewing and updating this policy to reflect changes in business practices, regulations, and legal requirements.
2. The company will not take any action that leads to unethical business practices, including bribery, illegal transactions and any other means of corruption, to gain business advantages or influence decisions unfairly.
3. The company has implemented appropriate internal controls to prevent improper conduct, especially in Sales, Marketing, and Purchasing.
4. The company has educated and trained the Board of Directors and employees about anti-corruption policies to foster integrity, honesty, and accountability in their duties. The company also communicates its commitment to eliminating corruption.
5. The company is committed to ensuring that all financial transactions are transparent, precise, and documented by applicable standards and regulations.
6. The company provides communication channels for employees and stakeholders to report corruption-related concerns or seek guidance. Reports must be made in good faith and will be kept confidential. No employee or person who reports corruption will face retaliation. The company will also establish mechanisms to monitor and ensure compliance with this policy.

This announcement is made for general acknowledgement.

Effective Date: November 1, 2017

(MR. WONG KHIONG TAT)

Company Director