

## **Human Rights and Fair Treatment of Labor Policy**

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that respecting human rights is an important responsibility and is of paramount importance to sustainable business operations. The Company recognizes the value and dignity of human beings; the rights, freedoms, and equality of all persons are certified or protected by both Thai and international law. Therefore, the Company adheres to treating individuals fairly and equally, respects and complies with national and international laws and principles of practice on human rights and labor practices, such as humanitarian principles and rights of the International Labour Organization, the Universal Declaration of Human Rights (UDHR) of the United Nations, and the Principles of the United Nations Global Compact (UNGCG), the UN Guiding Principles on Business and Human Rights (UNGPs), the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), and the commitment to social responsibility and all groups of stakeholders in accordance with the ALL WIN business philosophy, good corporate governance principles and business code of conduct. The Company also focuses on human rights issues related to employees and all stakeholder groups in the value chain by assessing risks and conducting comprehensive inspections to ensure that services, labor practices, treatment of suppliers, creation of a work environment, joint investment, and business activities will not have a negative impact on human rights of stakeholders and express the Company's responsibility to society and the environment.

### **Definitions**

**Human rights** are the fundamental rights that all human beings have, regardless of physical differences, race, gender, nationality, language, religion, or any other status, ensuring that everyone has equal rights and is protected from violation by others. Everyone has equal rights and is protected from harassment by others.

**Harassment/threat** refers to any inappropriate and unsatisfactory behavior that causes offense or shame to others by words or acts that are likely to threaten or insult, causing the victim to be shamed or embarrassed, or creating a threatening or hostile working environment.

**Discrimination** is defined as treating individuals differently, excluding or granting privileges to a particular person or group of people based on their race, nationality, ethnicity, skin

color, ancestry, religion, social status, gender, age, disability, both visible and invisible, political ideas, and marital status.

**Diversity** is defined as the diversity of a person in terms of attitudes, cultures, beliefs, religions, races, national or social origins, nationality, sexual orientation, gender identity, sexual expression, skin color, language, political opinion, property, or economic status, joining a group or social status, abilities, health, social status, skills, and other personal characteristics.

**Labor** refers to people who have jobs, both protected and unprotected and secured by the laws of that country. It applies to all forms of labor, such as forced labor, child labor, minor labor, women workers, the elderly, workers with disabilities, migrant workers, and so on, regardless of whether they are regularly employed or self-employed, have employment contracts, or are informal workers.

**Forced labor** refers to workers who are forced to work or provide services that they do not voluntarily perform. Individuals may be subjected to forced labor through intimidation, physical violence, punishment, or sexual assault. They are sometimes detained in debt bondage.

**Modern slavery** is defined as a person, whether male, female, or child, who is exploited by others by control, threats, intimidation, deception, coercion, or violence to force labor or prostitution that the person cannot refuse, resulting in loss of liberty and violation of personal rights.

**Strategic Lawsuit Against Public Participation** (Strategic Lawsuit Against Public Participation – SLAPP) means when an individual or company sues a person or group of people who express opinions on issues of public interest, using the judicial process to obstruct their expression or actions.

**Free, Prior, and Informed Consent of Indigenous Peoples** (FPIC) is an agreement of an indigenous or local group of people to exercise their right to decide to grant or revoke permission for another person to use or occupy property, space, or resources. This is a decision-making process and the right of local people to freely determine their own way of life. The key elements include: **1) Independence**, which is the decision made by local people or the process that causes the decision independently, free of external pressure or influence; **2) In advance**, which means that the local community should have the opportunity to know the objectives, conditions, and design of the project or activity carried out in the area ahead of time; **3)**

**Notification**, which requires the local community to be informed in detail, explicitly, and sufficiently about the project or activity before making a decision, including the use of a language that the locality understands.

## **Practices**

The Board of Directors, executives, and employees at all levels must be aware of the importance and respect for human rights in all aspects of all stakeholders both inside and outside the organization, such as employees, customers, suppliers, and business partners, in addition to society and communities, as well as treating workers fairly according to the laws of each country in which the Company operates business and provide supports in accordance with treaties that each country is obliged to comply with. The guidelines are as follows:

- 1) Respect for Human Rights
  - 1.1) Treat all people fairly and equally in accordance with human rights, with no discrimination based on race, national or social origins, nationality, religion, belief, gender, sexual orientation or expression, age, skin color, visible and invisible disability, language, political opinion, property, or economic status, or joining any group or social status unrelated to work or other matters.
  - 1.2) Encourage everyone to treat each other with respect and acceptance of diversity, coexist on the basis of equal differences, and conduct themselves appropriately for their position and duties in accordance with the Company's regulations and good traditions without affecting its image and reputation.
  - 1.3) Respect the right to life and liberty that covers freedom of thought, expression, speech, and security, including belief, religion, and performance of the culture, tradition, or religion of the locality.
  - 1.4) Create a pleasant and safe working environment without allowing individuals to commit any threatening, abusive, or hostile acts, including physical, verbal, mental, and written harassment, as well as posing a risk or interfering with the performance of others.
  - 1.5) Respect the right to gender equality and diversity by not committing any act that is immoral, harassing, indecent, threatening, sexually harassing, or violent against others, regardless of the person's gender, sexual orientation, gender identity, or sexual

expression, and not forcing others to reveal or conceal their identity and sexual orientation.

- 1.6) Respect the right to privacy and personal information without defaming, insulting, or defaming others, and keep information about people's diversity and individuality confidential and safe, not disclosing it to unauthorized parties.
- 1.7) Promote the right to freedom of expression or participate in political activities under democracy and in accordance with the law. However, individuals must not use the Company's name or assets for political gain without permission.
- 1.8) Respect rights and freedoms, while encouraging and supporting community participation and expression, including vulnerable groups, minorities, ethnic groups, and indigenous peoples.
- 1.9) Respect the right and freedom to use land and water throughout the value chain under relevant laws and regulations both domestically and internationally, and manage land and water appropriately by not causing negative impacts on the environment, society, and local communities.
- 1.10) The Company's land acquisition must be carried out in accordance with the principle of Free, Prior, and Informed Consent (FPIC) without infringing on the land rights of local individuals or communities to occupy or conduct business activities unfairly, as well as conducting systematic investigations of rights and ownership.
- 1.11) Respect the right of consumers or customers to receive accurate and sufficient information about products or services. They have the freedom to voluntarily purchase products or services and receive quality, safe, and standard products or services. The Company treats customers fairly, does not violate any right to privacy or any other right, and provides protection or compensation when their rights are violated.
- 1.12) Respect the rights and treat all suppliers fairly without discrimination and provide a transparent procurement process; promote equal and fair competition, including promoting and supporting suppliers to conduct business by adhering to human rights principles and following the Company's policies and supplier code of conduct.

- 1.13) Promote rights in accordance with social and international rules everywhere the Company conducts its business (original) by avoiding and participating in any actions that lead to human rights violations or create negative human rights impacts.
- 1.14) Promote knowledge and understanding as well as encouraging respect for the right to protect and respect basic human rights at all levels.

## 2) Labor Practices

- 2.1) Do not support or participate in unfair labor practices and do not use forced labor in any form, including physical or mental coercion, intimidation, coercion, violence, or inhumane treatment. Do not use or support modern slavery, human trafficking, and exploitation of labor both within the Company and in the Company's supply chain, and comply with relevant national and international labor laws and standards.
- 2.2) Establish guidelines for recruiting and selecting persons to work by taking into account diversity and providing equal opportunity to all without discrimination, depending on the desired qualifications for the position being recruited.
- 2.3) Protect employees from harassment that occurs or may occur both inside and outside the organization, including ensuring the safety of traveling to and from the workplace and from other business units related to the Company.
- 2.4) Do not discriminate or use the issue of diversity as a reason for recruiting employees, granting and extending benefits or remuneration, and opportunities for professional development and advancement, including operations in various areas.
- 2.5) Promote employees' rights and healthcare, occupational health, and safety equally and hygienically in accordance with industrial hygiene principles, including clean air, light, sound, access to safe and hygienic water, epidemics, and illnesses caused by working in accordance with relevant laws, policies, and standards, as well as providing appropriate facilities that are consistent with employee diversity.
- 2.6) Determine working days, working hours, vacations, and other employment conditions in accordance with the law and each type of labor group, which must not be less than those for similar jobs and comparable to businesses or industries in that area.

- 2.7) Do not employ child labor or minors under the legal age of each country in which the Company conducts business. If minor workers are employed, the Company must provide appropriate work and a safe working environment that is not harmful to health, development, morality, or mental state. Additionally, the Company upholds children's human rights, including protection from violence and exploitation, while fostering a safe and supportive environment for children in surrounding communities to grow and develop.
- 2.8) Pays wages, remuneration, welfare, and benefits in various forms fairly and equally for equal work and in accordance with relevant labor laws. Wages must be paid on time and without any wage deduction for employees or laborers, unless the conduct is not against the law.
- 2.9) Support the legal, equal, and appropriate employment and treatment of female and pregnant workers, elderly and disabled workers, and migrant workers without discrimination. Such workers must receive fair compensation and benefits, including providing protection as required by law and regulatory agencies.
- 2.10) Promote the development of knowledge and capability of employees and each group of workers in a comprehensive, equitable, and non-discriminatory manner, taking into account the suitability of job positions and career advancement.
- 2.11) Respect and promote the freedom of mobility of workers without confinement or restriction of freedom, seizure of identification documents and things, collection of deposits, or other actions, unless it is an operation that is not against the law.
- 2.12) Do not charge fees or expenses or require deposits for recruitment services from job seekers, employers, or recruitment agents.
- 2.13) Establish criteria and procedures for job transfer, promotion, appraisal, and dismissal that are transparent and fair without discrimination, and disclose them to all employees and laborers.
- 2.14) Promote the right to peaceful assembly and freedom of association, including joining bargaining groups, provided that the association does not violate the law or affect the efficiency of work and continuity of customer service, unless such rights are restricted

to protect the overall interest, maintain public order, or prevent violations of the law or the business code of conduct.

- 2.15) Do not do anything in response to human rights defenders, trade unions, environmental defenders, business protesters, or those who exercise the right to freedom of social and political expression in a lawful and appropriate manner, including not using the Strategic Lawsuit Against Public Participation (SLAPP) to suppress honest public participation.
- 2.16) Supervise relevant suppliers or contractors to ensure that they treat workers fairly, do not employ forced labor in any form, and comply with this policy.
- 3) Implement the Human Rights Due Diligence, assess human rights risks and impacts that occur or may arise from business activities in the value chain on a regular basis by covering 1) policy formulation and management; 2) determination of the scope and identification of risk issues and impact assessment; 3) risk management and mitigation; 4) internal control, monitoring, and review of risks; 5) communication; and 6) remedial mechanisms for human rights violations by disclosing them to relevant stakeholders.
- 4) Prepare plans, procedures, and measures to avoid human rights violations and unfair treatment of workers, including thorough and adequate mitigation and remedial measures for human rights violations that will be executed in accordance with the policy.
- 5) Encourage customers, suppliers, contractors, business partners, and relevant stakeholders to adhere to and respect human rights, including conducting business in accordance with the Company's policies and supplier code of conduct by supporting appropriate policies, preventive measures, and guidelines to mitigate the impact of human rights violations.
- 6) Communicate, disseminate, educate, understand, and provide any other support to those involved in determining the business throughout the business value chain, including contractors, deliverers of goods and services, and joint ventures, to participate in business operations with integrity and respect for human rights, and treat everyone in accordance with the human rights principles outlined in this policy.
- 7) Follow up and monitor policy implementation and review the efficiency of policy compliance, including urgent issues found in a consistent and timely manner, using appropriate procedures and actions.

- 8) Disclose information and report on the performance of human rights and fair treatment of workers that have been certified by independent individuals or agencies through reports or various channels to stakeholders on an annual basis.
- 9) Provide safe communication channels and opportunities to employees and stakeholders to seek advice, report clues, or complain about human rights violations and unfair treatment of workers, including establishing measures to protect whistleblowers, complainants, witnesses, and information reporters.
- 10) Provide support, exchange knowledge and experience, and cooperate with organizations in the private sector, government sector, and civil society, both domestically and internationally, to protect human rights and treat labor fairly.

### **Duties and Responsibilities**

To ensure that human rights policies and fair treatment of workers are implemented across the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

#### Board of Directors

- 1) Consider approving and reviewing policies and guidelines for human rights management and fair treatment of laborers to be up to date and appropriate to the environment and risk factors, covering business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in human rights and fair treatment of laborers to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on risks in human rights and fair treatment of laborers and performance in accordance with policies and guidelines on human rights and fair treatment of labor, and provide constructive recommendations to the management for development and improvement.

- 5) Consider urgent issues related to human rights management and fair treatment of laborers to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing human rights management and fair treatment of laborers, and cultivating it as a corporate culture.

### Executives

- 1) Provide criteria, procedures, and guidelines for human rights management and fair treatment of laborers that are appropriate for each company's context and in accordance with the policies, procedures, and laws of the countries in which the Company conducts business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, and indicators for human rights and fair treatment of laborers, including business continuity management.
- 4) Arrange for the development and review of an effective risk management system, internal controls, and internal audit for human rights and fair treatment of laborers.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to human rights and fair treatment of laborers, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of human rights and fair treatment of laborers by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about human rights management and fair treatment of laborers, including protection measures for whistleblowers, complainants, witnesses, and information reporters.

Department or Individuals Responsible for Human Rights and Fair Treatment of Laborers

- 1) Develop strategic plans, action plans, and human rights and fair treatment of laborers measures that are clear and consistent with the context of the business.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting information on human rights and fair treatment of laborers.
- 3) Implement the monitoring process of human rights due diligence operations, assess and manage risks in human rights and fair treatment of laborers, including developing guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Continuously monitor, follow up, and verify the efficiency of preventive measures and remedial guidelines, as well as the progress of responding to those who are affected.
- 6) Collect data and prepare reports on human rights and fair treatment of laborers, as well as disclosing information to relevant stakeholders of the Company on an annual basis and in accordance with the requirements of regulatory authorities.
- 7) Provide channels for complaints or whistleblowing for those affected by human rights and labor practices, and establish a complaint or whistleblowing management process that is consistent with relevant standards.
- 8) Report risk information or significant issues related to human rights and fair treatment of laborers to the executives on a regular basis, and report immediately when abnormal incidents occur.
- 9) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 10) Continuously communicate with employees and related stakeholders to raise awareness and promote participation in human rights and fair treatment of laborers.

- 11) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 12) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 13) Review policies on human rights and treatment of laborers in accordance with relevant laws, regulations, guidelines, and standards.

### **Employees**

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and guidelines, including relevant standards.
- 2) Communicate and transfer knowledge about policies on human rights management and fair treatment of laborers and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

### **Communication and Training**

The Company communicates policies on human rights and fair treatment of laborers and organizational goals to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

### **Whistleblowing**

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

## **Penalty**

The policy on human rights and fair treatment of laborers is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)  
Chairman of the Board of Directors