



Human Rights Policy

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Human Rights Policy

Stecon Group Public Company Limited and its subsidiaries

1. Introduction

Stecon Group Public Company Limited (**the "Company"**) and its subsidiaries conduct business in accordance with the principle of good corporate governance with consideration for social and environmental responsibility. The Company aims to operate its business for sustainable growth. In addition, The Company is also aware of its business operation with respect to human rights. The company has attached great importance to the human rights of its employees and related parties. Respect the rights of individuals as prescribed by law. Do not take any action in business operations that violate human rights. Therefore, a **"Human Rights Policy"** has been formulated that identifies important issues related to non-violation of human rights, safety, occupational health and working environment, treating employees equally and without discrimination, rights and freedom of employees related to work, labor rights, employment of people with disability, etc. The operation will be carried out in accordance with the law.

2. Definition

Human Rights	means	Human dignity, fundamental rights and freedom that are innate, and equality not to be discriminated against on the basis of race, religion, sex, color, language, ethnicity, or any other status
Company	means	Stecon Group Public Company Limited and its affiliates
Director	means	A director of Stecon Group Public Company Limited and its affiliates
Group Chief Executive Officer/President	means	Group Chief Executive Officer/President of Stecon Group Public Company Limited and its subsidiaries
Company Secretary	means	The Company Secretary of Stecon Group Public Company Limited and its affiliates
Executives	means	Those who are responsible for supervising each line of the Company
Employee	means	An employee of the Company who performs duties under the employment contract in all positions

3. Scope

- 3.1 This Policy applies to all directors, executives, and employees of the Company.
- 3.2 This Policy covers affiliates.
- 3.3 Suppliers and stakeholders should acknowledge and act in the same direction.

4. Duty and Responsibility

- 4.1 The Board of Directors is responsible for oversight "Human Rights Policy" to ensure that all directors, executives and employees strictly adhere to and comply with this policy and monitor its effective implementation.
- 4.2 Group Chief Executive Officer/President is the manager for the implementation of the Human Rights Policy in order to company-wide practice.
- 4.3 All executives are responsible for communication, understand, and create awareness among employees under their own line of command.
- 4.4 All directors, executives, and employees are responsible for strictly complying with this Human Rights Policy.

5. Policy and Practice

- 5.1 The Company recognizes and respects the human rights of employees and stakeholders related to the Company's business operation. The Company strictly complies with laws related to human rights and complies with practices or international guidelines recommended by the regulatory authority for the Company that comply with.
- 5.2 Stipulate that policy related to the Company's business operation is in line with the principle of human rights such as
 - (a) Safety, Occupational Health, and Working Environment Policy
 - (b) Human Resource Management Policy
 - (c) Code of Business Ethics
 - (d) Stakeholder Engagement Policy
- 5.3 The Company will not commit or participate in any act that violates human rights, especially forced labor, the use of illegal migrant workers, child labor, and human trafficking. The Company will not ignore any acts that constitute human rights violations related to the Company's business operation and must be reported to the supervisor or through the complaints channels specified by the company and cooperation in the investigation of the matter.
- 5.4 The Company's human rights operation is in 4 main areas as follows
 - (a) Employee Rights
 - 1) Granting and respecting the rights of employees as prescribed by law such as employment, wage, welfare, career advancement, training, uniforms, and the right to establish a welfare committee consisting of employer and employee representatives.
 - 2) Treating employees equally without discrimination based on gender, race, religion, nationality, or disability.
 - 3) Providing adequate and appropriate safety, occupational health, and working environment to ensure employees have a good quality of life.
 - 4) Establishing channels for complaints or suggestions and remedies in case of human rights violations.
 - (b) Rights of Thai and foreign workers

- 1) Granting and respecting the rights of Thai and foreign workers as prescribed by law such as employment, wage, welfare, skill development, etc.
 - 2) Treating Thai and foreign workers equally without discrimination based on gender, race, religion, nationality, or disability.
 - 3) Providing adequate and appropriate care for safety, occupational health, and working environment for Thai and foreign workers so that employees have a good quality of life such as providing safety equipment for work, hygienic worker accommodation, and arrangement of safety sign in Thai and foreign languages, etc.
 - 4) Establishing channels for complaints or suggestions and remedies in case of human rights violations.
- (c) Rights related to the person involved in business operation and business value chain
- 1) Granting and respecting the rights of those involved in business operations and business value chain such as business partner, customer, creditor, financial institution, government agency, etc., by strictly complying with law related to business operation.
 - 2) Compliance with the agreement between the Company and related parties and the business value chain.
 - 3) Maintaining information on people involved in business operations and business value chain.
 - 4) Adequate and appropriate disclosure of information to those involved in business operations and business value chain.
 - 5) Supporting those involved in business operation and business value chain that adheres to the same human right practice as the Company.
 - 6) Provide a channel for complaints or suggestions in case of human rights violations.
- (d) Community and environmental rights.
- 1) Conduct business with social and environmental responsibility with clear policy and guidelines in accordance with the law.
 - 2) Establishment of a community relation unit to build good relation with the community with contact channel to complain and make suggestion about the Company's business operation.
- 5.5 The Risk Management and Sustainability Department is responsible for assessing the risks/human rights impacts that may arise from the Company's business operation in all aspects of the business value chain. Appropriate Practice includes monitoring and reporting to the Risk Management and Sustainable Development Committee in order to not have a negative impact on human rights.
- 5.6 The Company encourages and supports those involved in the Company's business operation adhere to the observance of human right law and strictly respect human rights.

6. Channel for contacting and complaining about human rights

The Company provides all employees and all groups of stakeholders with the right to contact, inquire, and complain about human rights related to the Company which are in accordance with the whistleblowing policy and whistleblower protection measures as following

Audit Committee

Address : Stecon Group Public Company Limited

32/59-60 Sino-Thai Tower, 29th-30th Floor, Sukhumvit 21 Road (Soi Asoke)

Khlong Toei Nua, Wattana, Bangkok 10110

e-mail address : auditcommittee@stecongroup.co.th

Phone: 02-610-4900 Ext. 1530

Human rights complaints will be reviewed and addressed appropriately on a case-by-case basis to ensure the safety of the complainants. The company has established procedures for handling whistleblowing and complaints, along with measures to protect whistleblowers, complainants, and those cooperating in the investigation. These measures ensure that all parties involved can be confident they will not face any adverse consequences as a result of whistleblowing or complaining.

6.1 Process for receiving a whistleblowing or complaint

- (a) The Secretary of the Audit Committee collects and verifies the accuracy and adequacy of information and facts. If it is found that it is a violation of human rights related to the Company, it will propose preliminary action guidelines to the Audit Committee.
- (b) The Audit Committee will consider the complaint proposed by the Secretary of the Audit Committee and proceed by appointing a working group or assigned person to take action. The appropriateness is considered on a case-by-case basis.
- (c) A Working Group or Assigned Person considers the guideline for investigating and suppressing human rights violations related to the Company and mitigating and remedy damage to those affected, takes into account all the overall suffering, and reports directly to the Audit Committee.
- (d) Upon completion of the operation, the working group or the assigned person will report the conclusion to the Audit Committee and the Secretary of the Audit Committee as well as notify the whistleblower or complainant if they disclose themselves and keep relevant information confidentially.
- (e) If the matter has an impact on the corporate image or is related to senior management or is a significant issue for the Company's business operation, the Audit Committee considers and presents the conclusion to the Board of Directors

6.2 Measures to protect whistleblower and complainant

- (a) Whistleblower, complainant, or person who cooperates in investigating the fact can choose not to reveal themselves if it is considered that the disclosure will cause unsafety or any damage. However, the disclosure will enable the Company to report on the progress, clarify the facts, or mitigate the damage more conveniently and quickly.
- (b) The Company will consider the information of the whistleblower, complainant, or person who cooperates in investigating the fact including related information as

- (c) confidential. Disclosure will be made with care and sparingly as well as consider the safety and damage of the whistleblower, complainant, or person who cooperates in investigating the fact, source of information, or related person.
- (d) In the case of the whistleblower, complainant, or person who cooperates in the investigation of the facts believes that they may be unsafe or may suffer damage. They can request the company to establish appropriate protection measures. The Company may impose protection measures without requiring the whistleblower, complainant or the person who cooperates in the investigation of the facts to make a request if it is considered that it is likely to cause trouble, damage, or insecurity.
- (e) Those who suffer from damage will be remedied and mitigating damage with an appropriate and fair process.

7. Human Rights Violation Mitigation Measures

In the event of human rights violations affecting stakeholders during the company's business operations, the company will consider appropriate compensation to ensure that affected individuals receive suitable remedies. This includes improving operations and implementing relevant preventive measures to prevent recurrence. All actions will be conducted in accordance with applicable laws.

8. Raising awareness and understanding of human rights policy

The Company conducts internal communication so that the Company's directors, executives, and employees understand and be aware of the importance of human rights policy including related policy and practice through the Company's Web Intranet as well as providing training, seminars, and various media of the Company. Employees involved with the company's stakeholders explain to stakeholders, such as partners and customers, to ensure they are informed of and committed to aligning with the company's approach.

9. Penalty for Offense

Punishment for wrongdoing will be in accordance with the Company's regulation and/or relevant law.

This Human Right Policy was approved by the Board of Directors meeting No. 2/2025 on March 14th, 2025 and be effective from March 14th, 2025 onwards.

Announced on 14th March 2025

- Vallop Rungkijvorasathien –
(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors

Stecon Group Public Company Limited