

บริษัทโพลีเพล็กซ์ (ประเทศไทย) จำกัด (มหาชน)
POLYPLEX (THAILAND) PUBLIC COMPANY LIMITED
ทะเบียนเลขที่ Co. Reg. No. 0107577000729

REGD. & CORPORATE OFFICE:
75/26, Ocean Tower II, 18th Floor, Soi Sukhumvit
19, Sukhumvit Road, Kwaeng North Klongtoey
Khet Wattana Bangkok, 10110, Thailand.
Tel: 6626652706-8 Fax: 6626652705

Human Rights Policy

The Company respects the honor of its employees at the Company's workplace and the company will ensure that its employees have the right to their personal security, a safe workplace, clean and hygienic. The company has set a policy on human rights. The details are as follows.

1. Policy on forced labor

"The Company does not submit or encourage the use of forced labor in all forms and will not claim or Request money for insurance, ID cards or any personal identification documents from employees at work or work or get into work or it is a condition into employees but there is the exceptions law. Do not use physical punishment or the threat of violence in other of physical, sexual, psychological or verbal abuse as a means of discipline or control policy"

2. Child labor Policy

"The Company will not hire or encourage the employment of children under the age of 18 year and will not provide or encourage child labor to be under harmful to health or be in an environment that may cause harm to health and lack of safety."

3. Female labor Policy

"Policy on the use of female labor."

The Company shall not allow female employees to work in harms to their health or the body as prescribed by law. The company must arrange a workplace where has not harmful and safety for pregnant employees and also the company will not terminate, reduce the position, or reduce the benefits of pregnant employees cause of pregnancy.

4. Discrimination Policy

"The Company shall not act or encourage discrimination in employment of wages and benefits, welfare, Opportunities, training and development fading or position dismissal or retirement of work and not to Intervene, interrupt, or do anything that affects the exercise of right or conduct of the employee due to the differences in nationality, religion, language, age, sex, marry sexual orientation, disability, HIV infection AIDS, Union Membership Being, Employees director Being, popular in political parties or other personal ideas"

5. Policy on freedom of association and negotiation.

"The Company respects the right of employees to the association, the negotiation to select or do elections of the representatives for facilitate and will treat the representative equally with other employees."

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6. Policy on Social and Labor Responsibility

"The Company is committed to operating all its employees in a standardized manner by being under the Protection and fair treatment on a social basis and in accordance with the provisions of the Labor protection Law, Labor Protection, Labor Welfare, Labor Relations and the safety, occupational health and working environment. It will be reviewed, develop and update them regularly."

7. Policy on Responsibility for Employees Concerned about Detention and Sexual Abuse Include Violence against women.

"The company has taken measures to prevent the company's employees from being detained and sexually Abused. By expressing words, gestures, physical contact or any other ways. Including violence against Women act. If the employee is detained. The Company will take disciplinary action against the offender in Accordance with the Company's Code of Conduct strictly"

8. Workers Compensation Policy

"The Company shall pay the employee the wages and remuneration for working overtime work to the Employee not less than prescribed by the law and shall inform the employee of such information. All wages and salaries received in each period are in writing and can be understood the details of the components and will not deduct wages in any case. Except for exceptions by law"

9. Stakeholder and local community Engagement

When we talk about "stakeholders", we refer collectively to all parties that are affected by our business activities. Stakeholders include customers, shareholders, investors, distributors, suppliers, local communities and employees. We will consult with independent external knowledge on human rights issues and respect dialogue and discussions with internal and external stakeholders to understand human rights related issues. We will regularly and publicly communicate our activities on human rights based on this policy through our reports and/or Group website. Companies cannot continue to exist without maintaining good harmony with the local community. Polyplex wishes to be the most transparent company which actively seeks harmonious balance of interests with the local communities through close communication and contributes to the local communities as a valued corporate citizen.



Mr. Torsak Rittidech
AGM-HRM & EHS
1 April 2023



Polyplex (Thailand) Public Company Limited