

Human Rights Policy



Sikarin Public Company Limited

Human Rights Policy

Sikarin Public Company Limited (the “Company”) has a policy of respecting human rights in accordance with international standards, which is a basic right that "all human beings have human dignity and equal rights and freedoms", which is the principle that the Company adheres to the principle of treating all employees and stakeholders of the Company without discrimination or discrimination in the Company and its subsidiaries. The Company recognizes that its operations must be based on a foundation of morality. Therefore, the Company has always adhered to and observed the principles of human rights in all work processes to avoid violations of human rights. It also supports transparency and verifiability.

Definition

"Company"	means	Sikarin Public Company Limited and its subsidiaries.
"Employee"	means	a monthly and daily employee at all levels of the Company.
"Human Right"	means	refers to the basic human right to be treated equally. Not be discriminated against on the grounds of physical differences. Race, nationality, religion, sex, age, color, education, or any other status according to the rules.

Scope

This policy applies to the Company in the business operations in which the Company operates. In addition, the Company's stakeholders, such as partners and customers, are encouraged to apply it in their business operations.

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The Board of Directors, executives and employees respect human rights in all aspects. Promote respect for the right to equal treatment and non-discrimination. Avoid human rights violations, avoid participation in human rights violations committed by others, and comply with the laws in which the Company's conducts its business. Human rights guidelines for the Company's stakeholders to participate in the human rights policy.

Guidelines

1. To create the Company's corporate culture as an organization that adheres to respect for human rights in accordance with this Human Rights Policy.
2. Respect for human rights. Treat each other equally. They shall not be discriminated against on the grounds of physicality, race, nationality, religion, gender, age, color, education, or any other status according to the law, as well as performing their duties with caution so as not to violate human rights.

3. Promote any action to protect human rights through policies such as Corporate Governance Policy, Code of Business Ethics Policy, Social Responsibility Policy, Complaint Reception and Protection Policy, Investigation Committee Regulations, Guidelines for Fair Treatment of Workers.
4. Encourage the communication and dissemination of knowledge, understanding, guidelines and principles to the Company's stakeholders to participate in the practice and conduct of business in accordance with human rights guidelines. By disseminating the Human Rights Policy through the Company's communication channels such as e-mail, the Company's website, the Annual Report and the Sustainability Report.
5. Treat employees equally and non-discriminatory under the Human Rights Policy and the Rules Relevant regulations, regulations, and laws such as recruitment, working hours, employment of child labor, and employee training to ensure that this policy is implemented effectively and appropriately.
6. Establish a system to monitor, monitor and monitor actions that have human rights impacts on a regular basis. The Human Resources Department is responsible for overseeing, monitoring and monitoring the Company's human rights aspects, including creating a workplace environment. Development of guidelines and communication of this Human Rights Policy
7. Two-way communication process between the Company and stakeholders, such as employees, to provide opportunities for employees and stakeholders to express their opinions, report problems, whistleblowing, or report complaints in the event of incidents or actions related to violations of the Human Rights Policy. In addition, the Company conducts a false investigation process in accordance with the Company's regulations, protection of complainants, and penalties in accordance with the Company's regulations.
8. The Company conducts regular reviews of its human rights policy.

This Human Rights Policy is the 2nd revision and effective from 20 January 2024 onwards by the resolution of the Corporate Governance Committee at its meeting No. 1/2024 on 19 January 2024.



Mr. Seni Chittakasem
Chairman of Corporate Governance Committee