



Human Rights Policy

Thai Rubber Latex Group Public Company Limited is committed to driving sustainable business growth by upholding social responsibility and engaging all stakeholder groups, in accordance with corporate governance principles and the Company's code of conduct. Concurrently, the Company recognizes and prioritizes respect for human rights, strictly in compliance with applicable laws and international standards, to prevent actions that cause violations or affect human rights throughout the business chain. Therefore, the Executive Committee deems it appropriate to establish the Human Rights Policy as follows:

1. The Board of Directors, executives, and employees of the Company shall respect and comply with relevant laws, regulations, codes of conduct, international declarations, treaties, and international labor standards, and protect human rights both within Thailand and internationally.
2. Apply the principles of the Universal Declaration of Human Rights (UDHR), 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 to business operations regarding human rights.
3. Treat stakeholders throughout the business chain equally and equitably, in accordance with human rights principles, without discrimination.
4. Support communication and the dissemination of knowledge and understanding regarding human rights and the Human Rights Policy to stakeholders through the Company's communication channels.

5. Assign a responsible department to oversee, monitor, and regularly assess risks and impacts related to human rights, while establishing guidelines or measures for risk management and providing appropriate mitigation or remedy processes in the event of human rights violations.
6. Provide opportunities for employees and stakeholders to express opinions, report clues, issues, or complaints if there are actions or events constituting human rights violations, whereby the Company will ensure fairness and protect those who report human rights violations.
7. Establish a fact-finding investigation committee to consider disciplinary action against individuals who commit human rights violations, who will be penalized according to the Company's rules and regulations if found guilty after a thorough investigation; in cases where such actions are illegal, legal proceedings will be pursued accordingly.
8. Require the maintenance of safety, occupational health, and work environment standards to prevent accidents, injuries, and illnesses resulting from work performance.
9. Require reporting on human rights performance through the Business Driving for Sustainability Report, the Sustainability Report, and the Company's Sustainability Development website.