



Quality Promotion and Labor Protection Policy

Thai Rubber Latex Group Public Company Limited operates as a manufacturer and distributor of concentrated latex and other concentrated latex products. The Company strives for excellence with an awareness of the importance of human resource development and fair labor practices. Furthermore, the Company is firmly committed to not supporting and not engaging in any actions that violate the fundamental principles of the core conventions of the International Labour Organization (ILO) in accordance with the Declaration on Fundamental Principles and Rights at Work, 1998, as follows:

1. Promote freedom of association and the recognition of the right to collective bargaining: Provide opportunities for employees to express opinions or file complaints regarding unfair practices or misconduct within the company, including protecting employees who report such matters.
2. Abolish and eliminate all forms of forced labor: Respect the rights of employees in accordance with human rights principles, and comply with labor laws and other regulations related to labor. Provide various welfare benefits for employees as required by law, such as social security, etc., as well as benefits beyond legal requirements, such as a provident fund and accident insurance, etc. This includes providing various types of financial assistance, such as cremation allowances and hospital visitation allowances, etc.
3. Abolish and/or refrain from employing child labor under the age of 15 or child labor under the age specified by local laws.

4. Refrain from any actions that constitute employment discrimination. Ensure a fair hiring process and fair employment conditions, including fair compensation and fair performance evaluation processes for merit and promotion. Promote human resource development by organizing training sessions and seminars, as well as sending personnel to participate in relevant academic seminars and training to develop their knowledge and capabilities, while cultivating positive attitudes, morality, ethics, and teamwork.

5. Operate strictly in accordance with the principles of safety, occupational health, and the working environment: Establish measures to prevent accidents and promote safety awareness among employees, including organizing training sessions. Promote good hygiene among employees and ensure the workplace is sanitary and consistently safe. Arrange for annual health check-ups, taking into account individual risk factors based on age, gender, and the specific working environment.