# Human Rights Policy

## Human rights policy and Fair Labor Treatment

The Company realizes the importance of human rights through the entire value chain - to ensure that related stakeholders are equally treated and taken care of in accordance with The Universal Declaration of Human Rights (UDHR), The United Nations Global Compact (UNGC), The United Nations Guiding Principles on Business and Human Rights (UNGP), International Labour Organization (ILO), and the Company's Policy Regarding Human Rights. In this regard, the Company's operation covers every party that may be affected such as employees, children, women, the disabled, communities, locals, business partners' labors, and foreign workers. To confirm that its businesses have no human rights violation, the Company has determined the policy and the guideline concerning human rights to prevent human rights violation in all of its businesses - as well as its business partners in business value chains' and its joint ventures'.

## Scope of Operation

This Human Rights Policy is applied for every activity of the Company (employees, direct business activities, products and services) that the Company possesses the administrative authority. For example, the Company and its subsidiaries' businesses as well as joint ventures.

The Company also extends its expectation and promotion of the compliance with this policy among business partners that Company possesses no administrative authority such as associated companies, other joint ventures, contractors, suppliers and other related parties.

## Definition Terms in the Human Rights Policy

Human rights refer to the inherent rights of every human being, regardless of physical or mental condition, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other factors as defined by the laws of each country and the treaty to each country is obligated to adhere. Human rights include the rights to life and liberty, freedom from slavery and torture, freedom of expression, freedom of association, the right to work, the right to education and other rights. Everyone is entitled to these rights, without discrimination.

The Company is SCGJWD Logistics Public Company Limited and subsidiaries as the consolidated financial statements. Boards, executives and employees must be aware of the importance of and respect human rights in all aspects for every individual, as well as for society and the community, in accordance with the laws of each country and the treaties to which each country is obligated, including:

- Treat everyone following human rights principle on equal basis without discrimination,
- Avoid any act considered violation of human rights,
- Support human rights protection,
- Support communication, dissemination, education, creation of understanding, defining direction, monitor and provide support to Business Partners in the Business Value Chain, Suppliers, Contractors, and Joint Ventures to ensure they conduct business ethically, respect human rights, and treat everyone according to human rights principles in line with this policy.
- Vulnerable Groups refer to individuals who lack the capacity to protect their own rights and interests due to limited power, education, resources, strength, or other factors, and who are at greater risk of experiencing adverse human rights impacts. Such groups include, but are not limited to, women, persons with disabilities, children, indigenous peoples, migrant workers, LGBTQI+ individuals, workers within the business value chain, and local communities.

## 1. Human Rights Guidelines

1.1. Everyone shall pay respect to human rights and treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without considering differences in physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status, including treating employees and stakeholders of the organization such as customers, and business partners equally without discrimination.

1.2. Care must be taken when performing duty to prevent any risks in human rights violation in business.

1.3. Supporting and promoting actions that protect human rights.

1.4. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to suppliers/ contractors in the business value chain and those in the joint ventures to

join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.

1.5. Everyone shall monitor and provide any support to protect human rights. They shall monitor human rights respect, not ignore or pay attention when finding any action matching human rights violation relating to SCG. Report must be made to supervisor or people of responsibility on this issue. Such person shall give cooperation to any inquiry or investigation of truth. In case of any doubt or question, such person shall consult his supervisor or people of responsibility via the assigned channels.

1.6. The Company will ensure fairness and protection for individuals who report human rights violations related to the Company by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in Whistle blowing Protection Policy.

1.7. The Company will continuously develop and conduct a Due Diligence Process in order to identify human rights risks and impacts and potentially affected all group of stakeholders, plan for corrective and preventive actions on addressing, preventing g human rights violations and to track and monitor the situation. Also, appropriate mitigation and remediation plan shall be set for human rights violation case.

1.8. The Company will inspect and follow up on the results of managing and solving human rights violations according to the inspection and follow-up process, including providing support and cooperation in resolving impacts caused by or related to the Company.

1.9. The Company is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.

1.10. Any person who violates the human rights and in cases of discriminatory behavior or harassment of which is also acting against Code of Conduct shall be undertaken corrective action or be considered disciplinary penalty as defined by the Company and may be subject to legal punishment if the act is against the law.

1.11. The Company is determined to respecting children's rights in all beyond the prohibition of child labor. The Company is committed to promoting and

supporting children's rights in accordance with the Children's Rights and Business Principles (CRBP), including the protection of child welfare and safety. These principles serve as a framework for the Company's operations and supply chain management to prevent and appropriately address any potential adverse impacts on children's rights.

## 2. Fair Practices in accordance with Human Rights Principle

2.1. The Guideline Regarding Forced Labor: No action or no support of forced labor of any form -- both internal companies and within companies' supply chain, no physical penalty, no threat from violence or any other forms of physical, sexual, mental or verbal persecution are the Company's disciplinary measures or controls.

2.2. The Guideline Regarding Child Labor: Hiring and support of hiring children aged below the specified age according to the law -- both internal companies and within companies' supply chain, action and support of children labor work that is hazardous to health or under the environment that may post danger to health and safety are prohibited.

2.3. The Guideline Regarding Female Labor: Female labors working in positions that are dangerous to their health or bodies according the specified law is prohibited. The Company arranges that pregnant employees work in the environment that is healthy and safe for their pregnancy. The Company shall not conduct employment termination, demotion or benefit reduction of female employees due to their pregnancy.

2.4. The Guideline Regarding Legal Foreign Labor: The Company conducts its businesses with ethics and responsibility -- especially in hiring foreign labors legally for both the Company's and its business partners in terms of hiring contracts, foreign work permit, wages and safe work conditions.

2.5. The Guideline Regarding Division or Discrimination Action and support of discrimination in hiring labor, wage payment and compensation for work, welfare provision, training and development opportunities, promotion or position consideration, employment termination and retirement are prohibited. The Company shall not interfere with, obstruct or conduct any actions that affect employees' rights or practices resulting from differences of nationality, religion, language, age, gender, marital status,

disability, membership of labor union, membership of employee committee, political party appreciation and other personal opinions.

2.6. The Guideline Regarding Freedom of Association and Congregation for Negotiation: The Company respects its employees' rights and provides freedom in participating in associations, unions, federations and congregation for negotiation, and shall not obstruct the operation of labor unions and federations nor obstruct its employees' rights for being membership of labor unions. In addition, the Company provides facilities and shall treat particular representatives equally with other employees.

2.7. The Guideline Regarding Working Environment and Labor Quality of Life: The Company is committed to promote employees' operation with standard, appropriate employment as well as supervision of safe working environment for their quality of life so that they are capable of working without being physically and mentally affected. Furthermore, the Company places emphasis on the high standard level of Occupational Health, Safety and Environment by its dedication to the prevention of accidents, injuries and illnesses resulting from work during the operation under the protection and fair practice on the basis of society and in accord with provisions of the law -- by always reviewing, developing and adjusting its actions accordingly.

2.8. The Guideline Regarding the Responsibility for Employee Supervision Related to Threat, Sexual Harassment: The Company promotes working conditions that employees pay respect to one another -- with measures for the protection of threat and sexual harassment by words, gestures, touching or any other means. Should employees be threated or sexual harassed, the Company will strictly consider applying disciplinary penalty to employees violating the Company's requirement concerning the operation.

2.9. The Guideline Regarding Compensation for Work: The Company provides wages, overtime pay, and employee benefits in compliance with applicable laws and at rates not lower than those prescribed by law. The Company determines remuneration to be appropriate and sufficient for a decent standard of living, taking into consideration the Company's performance.

The Company maintains a fair, appropriate, and non-discriminatory remuneration system, supported by a systematic performance evaluation process used as a basis for determining remuneration on an annual basis. Employees are informed of their linving wages and total remuneration for each pay period, with clear details of all compensation components provided.

2.10. The Guideline Regarding Working Hours: The Company ensures that employees do not work beyond the maximum working hours prescribed by law, including overtime work. The Company establishes work arrangements aimed at reducing excessive working hours and sets appropriate working hours to promote employees' well-being.

Normal working hours are clearly specified, including working overtime and working on holidays. Employees' regular working hours with starting and ending times, the break period during the operation and the lunch break are identified with clarity. In addition, employees are given the rights to take leaves, including holiday and private leaves according to the law.

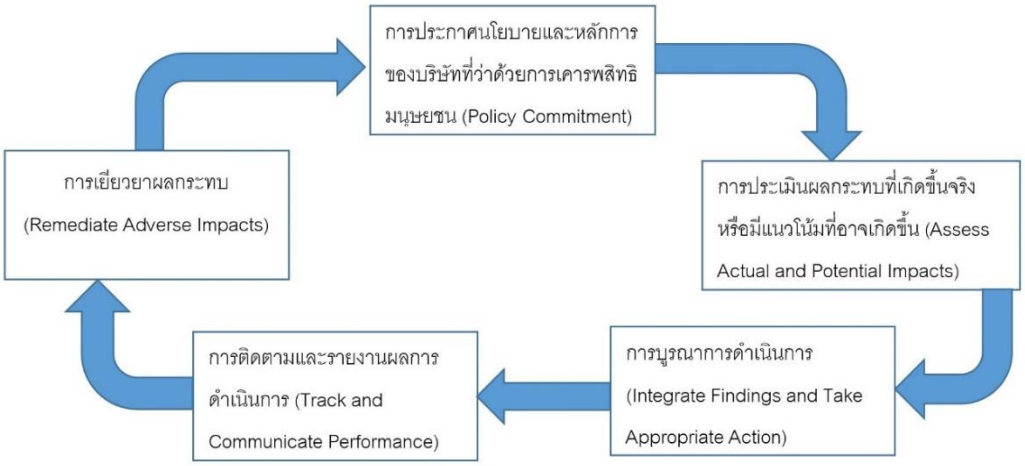
2.11. The Guideline Regarding the Employment Termination and Compensation Payment: The Company complies with Labour Protection Act B.E. 2541 (Amended), stating the employer's duty and the employee's rights in case of employment termination according to the principle of International Labour Organization.

2.12. The Company shall not conduct the employment termination without reasonable reasons. Employees will be notified in advance before their employment be terminated and will receive compensation payment according to the law.

## 3. Fair Labor Practices in accordance with Human Rights Principle

The Company monitors and verifies human rights comprehensively by evaluating risks of evidences violating human rights that may happen in every area of the Company's workplaces and in its supply chain thoroughly on an annual basis with the following process:

Comprehensive human rights inspection process




1) Announcement of the Company's Policy and Principle Regarding the Respect to Human Rights

The Company's policy and principle cover all SCGJWD and its subsidiaries' operations in its business activities.

2) Assessment of Actual Impacts or Trends

The Company establishes a human rights management process to identify issues and assess potential human rights risks and impacts that may arise from its business operations. The process covers all stakeholder groups throughout the value chain, including individuals who may be affected by the Company's activities.

The Company develops mitigation measures to address human rights risk issues, particularly those assessed as high and very high risk, in order to reduce and control adverse impacts to a low or acceptable level, while also promoting positive impacts for affected stakeholders.

3) The Integration of the Operation

The Company determines the risk evaluation regarding human rights that may happen, and develops its measures for reducing any impact that may occur from risk issues concerning human rights -- especially in high and extremely high levels as the direction in minimizing and controlling negative impacts to low or acceptable levels. In addition, the Company enhances positive impacts to those affected.

4) Monitoring and Performance Reporting

The Company requires that the risk issue, impact alleviation measures and prevention of risk concerning human rights be reviewed regularly - by applying tools for monitoring and evaluating the Company's performance from indicators such as percentage of employees participating in training sessions regarding human rights, the number of received complaints and status of rectification. Besides, the Company regularly reports its performance regarding human rights on an annual basis via its Annual Report or Website.

5) Alleviation Aid in Relation to the Impact

The Company provides grievance and whistleblowing channels for reporting misconduct related to human rights issues. The process covers complaint receipt, fact-finding and investigation, conclusion and reporting of results, as well as the protection and confidentiality of whistleblowers and related persons. These channels enable the Company to receive complaints, feedback, or suggestions from both internal and external stakeholders, including individuals or communities who are affected or at risk of being affected by the Company's business activities. Complaint channels are established in accordance with the Whistleblowing Policy.

The Company is committed to providing remediation where it has caused or contributed to human rights violations. Accordingly, the Company has established guidelines and measures for remedying human rights impacts, with remediation processes tailored to the context of each incident or case of human rights violation, as appropriate. Remedies may include both financial and non-financial forms of compensation for affected persons.