

Human Rights and Labor Practice Policy

Unique Plastic Industry Public Company Limited and its subsidiaries (the “Company”) respect and adhere to international human rights principles as a common practice by recognizing human dignity, rights, liberties, and equality without discrimination based on race, nationality, ethnicity, ancestry, skin color, language, religion, social status, gender identity and sexual orientation, age, disability, medical conditions that do not affect work performance, political opinion, as well as marital status. The “Company” shall not restrict rights and freedoms and shall appropriately ensure the welfare of workers.

The “Company” shall strictly refrain from any acts and shall not support any violations of international human rights.

The “Company” shall comply with human rights laws under the provisions prescribed by Thai laws and the laws of the countries in which the Company may conduct business, including not supporting or engaging in Strategic Lawsuits Against Public Participation (SLAPP) carried out in good faith, in accordance with international guidelines. This includes compliance with international human rights standards, namely the Universal Declaration of Human Rights (UDHR) of the United Nations, the United Nations Global Compact (UN Global Compact), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

1. Objectives

The “Company” shall ensure the prevention and avoidance of human rights violations against personnel (directors, executives, employees at all levels, subcontract workers, homeworkers, and outsourced processes), related businesses (subsidiaries), customers, business partners (suppliers and service providers), and all stakeholders, so that the Company’s business operations are not involved in human rights violations, including the prohibition of modern slavery and human trafficking throughout the value chain or joint ventures. The “Company” recognizes and is committed to addressing human rights issues throughout the supply chain arising from the “Company”’s business operations and business relationships.

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2. Policies and Commitments of the “Company”

- 1) The “Company” promotes respect for the rights of all stakeholders affected by the “Company”’s business operations throughout the supply chain and business relationships. The “Company” also places special emphasis on respecting the rights of vulnerable groups, including children, persons with disabilities, the elderly, women, pregnant women, migrant workers, workers employed through third parties, indigenous peoples, local communities, and LGBTQ+ persons, by recognizing the needs arising from their vulnerability and aiming to reduce social inequality between advantaged and disadvantaged groups.
- 2) The “Company” and all personnel of the “Company” (directors, executives, employees at all levels, subcontract workers, homeworkers, and outsourced processes) shall treat one another and all other persons and stakeholders with respect for rights, equality, and non-discrimination on the basis of similarities or differences in gender, age, skin color, place of origin, race, nationality, sexual orientation, language, religion and beliefs, disability or infirmity, social status, marital status, education, or other status, including political or other opinions. The “Company” shall promote equality in all aspects of business operations, including recruitment and employment in all occupations throughout the supply chain, while respecting personal rights and freedoms and personal data protection.
- 3) The “Company” supports providing education and understanding regarding international human rights principles to all personnel within the “Company” for implementation as part of operations and shall not support businesses and/or activities that violate international human rights principles. All personnel shall understand and comply with their duties and responsibilities according to their positions, the Company’s employee code of conduct, laws related to their duties and responsibilities, international human rights principles, and limitations under labor laws.
- 4) The “Company” supports regular human rights risk assessment and mitigation planning processes, particularly in relation to child labor, forced labor, and human trafficking arising

from the “Company”’s business operations throughout the supply chain. If violations are identified, the Company shall immediately take action in accordance with the Company’s measures and/or applicable laws.

- 5) The “Company” provides opportunities for personnel within the “Company” and all stakeholders to report whistleblowing matters, complaints, or suggestions regarding violations of laws or policies related to human rights, or where they are affected by human rights violations. The “Company” shall establish complaint channels, investigation procedures, and processes for handling complaints, including effective protection and confidentiality measures for complainants, as well as appropriate and fair remediation processes for persons affected by human rights violations arising from business operations.

3. Duties and Responsibilities

3.1 Board of Directors

1. Consider approving and reviewing policies and practices to prevent human rights violations and labor practice violations in all activities of the “Company”, related businesses (subsidiaries), customers, business partners (suppliers and service providers), and all stakeholders.
2. Supervise business operations to ensure compliance with relevant laws, regulations, and policies.

3.2 Executives and/or Corporate Governance and Sustainability Working Committee (CGS Working Committee)

1. Arrange for responsible persons to ensure compliance with human rights standards appropriately, such as a sub-working committee on human rights and labor practices consisting of representatives from relevant departments.
2. Promote, support, and cultivate compliance with human rights and labor practices among personnel throughout the “Company” through various activities linked to business operations and aligned with the Company’s context.

3. Monitor and ensure compliance with policies, practices, and regulations, including internal control mechanisms and improvement guidelines to enhance implementation effectiveness, and ensure reporting on performance in accordance with policies, practices, and regulations.
4. Review the human rights and labor practices policy and practices to ensure compliance with relevant Thai and international laws, regulations, and practices at least once a year.

3.3 Sub-working Committee or Persons Responsible for Human Rights

1. Promote and communicate to raise awareness and understanding of human rights and labor practices among personnel and all stakeholders throughout the value chain on an ongoing basis.
2. Assess risks related to human rights and labor practices, identify stakeholders, measure actual and potential impacts and material issues arising from business activities and the value chain, and incorporate anti-corruption issues or related internal processes into risk assessments.
3. Establish guidelines and scope for impact management, including preventive and remedial measures for actual and potential human rights and labor practice impacts in accordance with appropriate Thai and international laws, timely and aligned with the business context.
4. Utilize risk assessment results to establish standards and guidelines for human rights and labor practice audits, including use in improving, revising, or terminating operations with suppliers and business partners (suppliers and service providers).
5. Continuously monitor and review risk management and internal audit systems with relevant departments to ensure that all personnel are treated fairly and equally by listening to issues raised by all stakeholders and/or independent internal or external human rights experts.
6. Collect and prepare reports on human rights and labor practice impact assessments.

7. Report the performance regarding human rights impacts through a transparent system free from fear of retaliation against reporters. Reports shall be submitted to executives and/or the Corporate Governance and Sustainability Working Committee for presentation to the Board of Directors at least once a year.

3.4 Employees/Workers

1. Learn, understand, and comply with applicable laws, regulations, international standards, and this policy and practice.
2. Express personal opinions in a manner that preserves the image and protects the reputation of the “Company” without using the “Company”’s name, information, assets, or any actions implying representation of the “Company”.
3. Upon finding misconduct or actions that may violate this policy and practice, report information or complaints through the whistleblowing channels in accordance with the Whistleblower Policy.

4. Human Rights Practices

4.1 Employees and Executives of the “Company”

The “Company” designates it as the duty and responsibility of all personnel (directors, executives, employees at all levels, subcontract workers, homeworkers, and outsourced processes) to acknowledge and comply with this Human Rights Policy, the practices of which are specified in the Code of Conduct and Business Ethics, summarized as follows:

1. All personnel shall treat one another with respect for human rights principles and human dignity, taking into account the rights of each individual involved in interactions arising from the “Company”’s operations or during the performance of duties. Personnel shall honor one another and treat one another equally and without discrimination based on physical condition, mental condition, gender, age, skin color, place of origin, race, nationality, sexual orientation, language, religion and beliefs, disability or infirmity, social status, marital status, education, or other status, including political or other opinions.

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Executives shall supervise personnel under their command to comply with this policy and guideline.

2. All personnel shall treat customers or persons involved in the “Company”'s business operations, including other stakeholders, with respect for individual rights and without violating personal data. Personnel shall treat others fairly, equally, and without discrimination based on physical condition, mental condition, gender, age, skin color, place of origin, race, nationality, sexual orientation, language, religion and beliefs, disability or infirmity, social status, marital status, education, or other status, including political or other opinions, and shall not violate personal data. Executives shall supervise personnel under their command to comply with this policy and guideline.
3. The “Company” shall not commit, promote, or support any acts of human rights abuse or violations in any form constituting inhumane treatment, including opposition to sexual harassment and other forms of harassment. The “Company” shall monitor and implement measures to prevent personnel from being harassed or sexually abused in all forms and from workplace violence. The “Company” shall not ignore such matters and shall take disciplinary action in accordance with work regulations and/or applicable laws against offenders.
4. The “Company” is committed to lawful employment while respecting and protecting employee/worker rights regarding wages, remuneration, overtime pay, working hours, and providing benefits and welfare to which employees are entitled from the Company, such as leave and holidays, medical expenses, social security, etc., including termination and severance pay in accordance with labor laws or applicable laws. The “Company” promotes equality in employment and does not support direct or indirect discrimination based on physical condition, mental condition, gender, age, skin color, place of origin, race, nationality, sexual orientation, language, religion and beliefs, disability or infirmity,

social status, marital status, education, or other status, including lawful political expression or other opinions.

5. The “Company” supports occupational health, safety, and security of employees to promote good hygiene and a safe working environment, with hazard controls and preventive measures against occupational accidents and diseases.
6. The “Company” shall establish appropriate and fair procedures and processes for filing grievances and resolving complaints in cases involving disciplinary violations requiring investigation and disciplinary action, as applicable. Investigations into disciplinary offenses shall always be conducted by an appointed committee to ensure fairness.
7. The “Company” respects and provides employees/workers with freedom of association, collective bargaining rights, and peaceful assembly rights, including support for the right to participate in applying or electing employee representatives to the welfare committee in the workplace in accordance with the criteria and procedures prescribed by the Department of Labour Protection and Welfare.

4.2 Business Partners (Suppliers and Service Providers)

1. The “Company” expects business partners to respect and comply with international human rights principles and conduct business in accordance with the Supplier Code of Conduct and Business Ethics of the Company.
2. The “Company” requires suppliers and service providers to demonstrate commitment to ensuring that they are not involved in child labor, forced labor, or human trafficking. The “Company” also expects suppliers and service providers to provide safe and healthy workplaces for their employees and workers and to responsibly respect and comply with international human rights principles.
3. The “Company” expects all personnel (directors, executives, and employees at all levels), related businesses (subsidiaries), customers, and business partners (suppliers and service providers) to strongly and seriously respect and support compliance with this

Human Rights Policy in order to jointly eliminate human rights violence both within and outside the organization, including among all stakeholders, in a sustainable manner.

The “Company” shall establish regular monitoring, auditing, and assessment processes for risks and impacts related to human rights arising from the “Company”’s business operations, together with appropriate risk management measures. All departments shall be responsible for monitoring, supervising, and managing risks within their scope of responsibility.

5. Labor Practices

5.1 Prohibition of Forced Labor

1. Support ethical recruitment in the Company’s business operations, throughout the value chain, and among suppliers.
2. Treat workers fairly and prohibit all forms of forced labor in accordance with national and international labor laws and standards.
3. Treat workers humanely without exploitation, physical or mental coercion, or inhumane treatment, including prohibition of modern slavery and human trafficking.
4. Working days, working hours, and other employment conditions shall comply with the laws of each country in which business operations are conducted.
5. Respect workers’ freedom of movement by prohibiting detention, deposit collection, fee collection, or confiscation of identification documents and belongings unless permitted by law.
6. Do not collect recruitment fees, expenses, or deposits from workers for employment services.

5.2 Child Labor and Young Workers

The “Company” shall not engage in and/or support the employment of child labor below the legal minimum age in each country and shall reject child labor or illegal labor in all cases. For young workers, the “Company” shall only support temporary part-time creative work as necessary or appropriate according to time and opportunity, or activities beneficial during education, provided

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that such work does not adversely affect compulsory education. The “Company” shall establish fair labor practices as follows:

1. Establish an age verification system prior to employment to prevent employment of child labor below the legal minimum age in each country.
2. Employ young workers who meet the legal age requirements of the country in which the contract is entered into, with an age verification system prior to employment and subject to the following conditions:
 - 2.1) Young workers shall work in safe work and environments that do not endanger health, development, or mental well-being.
 - 2.2) Young workers shall perform work that is not contrary to morality.
 - 2.3) Young workers shall perform work that does not interfere with compulsory education.
 - 2.4) Young workers shall work only during the hours prescribed by the laws of each country.
3. Pay wages directly to young workers and do not require security deposits from young workers.
4. Promote self-development and work development of young workers.

5.3 Elderly Workers

1. Promote employment opportunities for healthy elderly persons, provided that the work is not hazardous to health or safety.
2. Provide benefits and compensation to elderly workers in accordance with the laws of each country in which business operations are conducted.

5.4 Protection of Pregnant Female Workers

1. Promote safe workplaces and activities for female workers that are not harmful to health and do not pose risks to women and pregnant women.
2. Pregnant women shall receive protection and benefits as prescribed by regulatory authorities and laws.

3. Respect the rights of pregnant female workers by not using pregnancy as grounds for dismissal, position adjustment, or salary reduction.

5.5 Workers with Disabilities

1. Promote the Rights of Persons with Disabilities and employment opportunities suitable for workers with disabilities, including providing supportive working environments.
2. Ensure that employment of workers with disabilities complies with the laws of each country in which business operations are conducted.

5.6 Migrant Workers

1. Ensure that migrant worker recruitment processes are conducted ethically and in compliance with laws without discrimination and with prevention against all forms of forced labor.
2. Provide fair compensation and welfare to migrant workers.
3. Supervise and monitor migrant worker employment to ensure compliance with the laws of each country in which business operations are conducted.

5.7 Prohibition of Sexual Harassment

1. Do not support acts involving physical contact of a sexual nature or verbal conduct of a sexual nature, such as criticism of physical appearance, teasing, vulgar remarks, etc., or gestures of a sexual nature such as leering, signs, or symbols, or displays or communications of a sexual nature such as displaying obscene images or sending letters, messages, or other forms of communication.

5.8 Prohibition of Violence

1. Do not allow punishment of employees through physical abuse, including verbal reprimands using vulgar, sarcastic, or threatening language, or physical or mental intimidation. If employees violate the Company's regulations or work rules, appropriate disciplinary action shall be taken in proportion to the severity and intent of the misconduct. Such misconduct shall be thoroughly investigated with supervisors, and employees shall be informed of the alleged misconduct and given an opportunity to explain the facts.

2. No deduction of wages or salaries shall be made as disciplinary punishment resulting from harassment and/or abuse, except in cases where employees commit disciplinary offenses and are suspended without pay during suspension, provided that suspension for investigation purposes shall comply with legal wage requirements.

5.9 Fair and Equal Treatment of Employees

1. Recruitment and selection of personnel shall be based on qualifications required for the position without discrimination based on race, nationality, ethnicity, skin color, ancestry, language, religion, social status, sex, gender identity, sexual orientation, gender expression, age, visible or invisible disability, medical conditions that do not affect work performance, political opinion, marital status, or personal relationships.
2. Wages, compensation, and benefits shall be paid in accordance with labor laws and on time, and wages shall not be deducted except where legally permissible.
3. Compensation and benefits shall be provided without discrimination for work of equal value.
4. Promote equal treatment of personnel without prejudice unrelated to work.
5. Ensure that personnel can freely exercise all types of leave rights in accordance with regulations and laws.
6. Develop personnel appropriately according to job positions and provide equal career advancement opportunities without discrimination.
7. Establish and disclose performance evaluation criteria.
8. Inform employees of performance evaluation results transparently and fairly to support skill development and work efficiency.
9. Consider transfer and promotion processes under equal opportunity and non-discrimination principles.
10. Termination of employment shall not be based on discrimination but should consider work performance, health readiness, or non-compliance with disciplinary regulations, and shall include lawful appeal mechanisms.

5.10 Promotion of Good Working Environment and Access to Safe and Sanitary Water

1. Provide safe and hygienic working conditions and environments in accordance with industrial hygiene principles.
2. Provide safe drinking water meeting standards and maintain drinking equipment and containers to be clean, sufficient, and hygienic.
3. Provide safe water for consumption and sanitary restroom facilities that are sufficient, hygienic, and suitable for personnel of all genders and vulnerable groups.
4. Control and treat air pollution from workplace sources to comply with laws, regulations, and clean air quality standards prescribed by each country.
5. Establish preventive and management measures for emergencies, accidents, epidemics, and work-related illnesses.

5.11 Freedom of Association and Peaceful Assembly

1. Assembly shall be peaceful, orderly, and unarmed, without affecting work efficiency or continuity, public interest, and without violating laws or the Code of Conduct and Business Ethics.
2. Respect freedom of association and the right to collective bargaining, including any lawful form of assembly.
3. Respect the rights and freedom of expression of Human Rights Defenders without retaliation against human rights protection, environmental protection, protests against business operations, or lawful and appropriate social and political expression, provided that such actions are not conducted during working hours or in the workplace. The “Company” shall neither support nor engage in Strategic Lawsuits Against Public Participation (SLAPP).

Grievance and Whistleblowing Reporting

The “Company” shall provide fairness and protection to grievance filers/whistleblowers (executives, employees/workers, and other stakeholders) upon discovering actions reasonably believed to constitute human rights violations, including other violations of laws, regulations, and work rules of the Company and other stakeholders, as follows:

1. The Company establishes grievance/whistleblowing channels as follows:
 - 1.1) By mail Chairman of the Board of Directors or Chairman of the Audit Committee Unique Plastic Industry Public Company Limited No. 323 Moo 2, Phraeksa Mai Subdistrict, Mueang Samut Prakan District, Samut Prakan Province
 - 1.2) By E-mail to the Chairman of the Board of Directors or the Chairman of the Audit Committee
E-mail: bod_chairman@uniqueplastic.com or ac_chairman@uniqueplastic.com, respectively
 - 1.3) Company website: www.uniqueplastic.com
 - 1.4) Suggestion / Comment / Complaint boxes within the Company
2. The “Company” shall appoint an organizational representative with no conflict of interest in the incident to handle matters such as negotiation, mediation, follow-up, and monitoring of investigation results from relevant investigation committees or government agencies (if any).
3. The “Company” shall provide assistance to victims in necessary and urgent matters during the investigation process to enable them to return to normal life. Other benefits to which victims may be entitled shall depend on the consideration of the investigation committee based on the circumstances and severity of the incident, the extent of damage suffered, and the opportunity for mitigation through other appropriate means and/or as prescribed by applicable laws or regulations.
4. The “Company” shall implement measures to protect whistleblowers, complainants, or persons cooperating in reporting such actions. Information shall be kept confidential and shall not adversely affect grievance filers/whistleblowers during and after the investigation process.

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Penalties

In the event of an investigation, all grievance filers/whistleblowers (executives and employees/workers) shall fully cooperate with internal and external authorities. Any acts directly or indirectly violating or failing to comply with this policy, or where whistleblowing reports, complaints, statements, or information are proven to be intentionally dishonest, false, and intended to cause damage, shall result in disciplinary action in accordance with Company regulations if committed by Company employees. If committed by external persons causing damage to the Company, the “Company” shall consider taking legal action against such persons.

This Human Rights and Labor Practice Policy was approved by the Board of Directors' Meeting No. 1/2025 held on 24 February 2025 and shall be effective from 25 February 2025 onwards.

Announced on 25 February 2025

(Mr. Chawalit Tippawanich)

Chairman of Board of Directors

Unique Plastic Industry Public Company Limited