



Human Rights Policy
Thai Vegetable Oil Public Company Limited

Human Rights Policy

Thai Vegetable Oil Public Company Limited ("the Company") adheres to human rights as a core practice in its business operations. This commitment extends to all stakeholders, including employees, communities, society, customers, suppliers and business partners within the Company's supply chain. It also encompasses the rights to natural resources and the environment.

The Company hereby announces the human rights policy following by UN Guiding Principles on Business and Human Rights (UNGPs) for the management and employees to adhere to as a guiding principle, ensuring that the Company's business operations are conducted with diligence and care. The Company is committed to avoiding any actions that may lead to direct or indirect human rights violations, including refraining from promoting or being involved in any form of human rights violations, as follows:

1. Human rights are fundamental freedoms that uphold human dignity, personal liberty, and the protection of personal data. The company is committed to promoting non-discrimination and anti-harassment principles by treating all stakeholders and vulnerable groups with respect, equality, and fairness. The company values diversity, rejects all forms of discrimination, and ensures a workplace free from harassment. Everyone is treated justly and without bias, regardless of physical or mental condition, race, nationality, ethnicity, origin, skin color, religion, age, gender, gender identity, sexual orientation, language, education, political opinions, expression, or any other social status. These rights are safeguarded under the Constitution of the Kingdom of Thailand, universal human rights standards, and international agreements.
2. The Company prioritizes treating all employees with fairness and equality, in accordance with employment agreements that comply with the law.
 - No use of forced labor or any form of labor derived from human trafficking.
 - No hiring or support for the employment of child labor under the legal age requirements.
 - No mandate for overtime work without the employee's consent.
 - No termination, demotion, or reduction of benefits for female employees due to pregnancy, and ensures a safe working environment for pregnant employees.
 - Encouragement for healthy elderly employees to continue working, provided the nature of the work is not harmful to their health and is safe.
 - Promotion of the rights of persons with disabilities and employment in appropriate roles, with an environment conducive to their work.
 - Promote equality and fairness through equal remuneration by determining compensation for all employees based on their abilities, qualifications, and performance, without discrimination based on gender, age, race, religion, or any other factors unrelated to job performance.
 - No tolerance for any form of abuse or harassment, including physical or mental violence, and steps taken to prevent harassment in all forms, including sexual and non-sexual harassment and other types of mistreatments.

3. The human rights policy covers the respect for the rights of employees, consumers, customers, business partners, and communities. The Company is committed to treating all parties fairly, without violating personal data, and actively listens to feedback while supporting the participation of all stakeholders.
4. The Company provides training to comprehensively develop the knowledge and skills of employees in an equitable and non-discriminatory manner, considering the requirements and appropriateness of each position. The training includes topics such as human rights, discrimination, and harassment, in addition to career development. These initiatives aim to raise awareness and foster a corporate culture that respects human rights. The Company also ensures equal opportunities for employees to grow and advance in their careers. Furthermore, the Company establishes clear and transparent performance evaluation processes, ensuring fairness, so employees can improve their job performance effectively.
5. The company supports employees' freedom of association and the right to collective bargaining by encouraging them to express their views through the workplace welfare committee, which serves as a voice to propose suggestions and strategies for employee welfare that benefit the workforce.
6. The Company prioritizes the safety of life and property for all stakeholders by establishing safety and occupational health practices as fundamental principles in our operations. These practices ensure that work is carried out with caution to prevent risks and avoid actions that may harm others, both within and outside the organization, which could lead to human rights violations.
7. The Company has measures in place to manage, monitor, and audit the use of labor and the employment practices of both the Company and its partners in the supply chain on a regular basis. This ensures compliance with human rights principles and the respect for human rights. The Company does not ignore or overlook any actions that may involve human rights violations and will report such incidents to the responsible authorities. All employees are required to cooperate in fact-finding investigations.
8. The Company has a comprehensive human rights due diligence process to identify risk issues and impacts of the Company's business activities on stakeholders throughout the supply chain. This includes measures for preventing and mitigating human rights impacts that have occurred or may occur as a result of business operations. All departments are responsible for overseeing and managing the risks within their area of responsibility.
9. The Company raises awareness on human rights issues, promotes the protection, respect, and remedy of human rights related to stakeholders both inside and outside the organization, ensuring these actions are appropriate and sufficient. This is done through regular communication and dissemination of policies, fostering understanding, and promoting ethical business practices that respect human rights. The Company is committed to treating everyone based on human rights principles in line with this policy.
10. The Company has a zero-tolerance principle for inappropriate and unethical behavior, harassment, or discrimination in any form. Offenders will face strict disciplinary action to ensure a safe and fair working environment.

11. The Company provides channels for submitting complaints and whistleblowing, along with measures to protect complainants and ensure the confidentiality of information, in accordance with the “**Whistleblowing Policy**” which is publicly disclosed. This enables employees and stakeholders to raise concerns by reporting incidents or actions that may constitute human rights violations. There is a process in place for investigating complaints, implementing corrective measures, and providing fair and appropriate remedies.

This policy will be effective as of December 20, 2024, and thereafter.

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(Dr. Suvit Maesincee)
Chairman of the Board
20 December 2024