



Human Rights Policy

Loxley Public Company Limited recognizes the importance of respecting human rights as a fundamental basis for business operations. The Company has established a human rights policy to demonstrate its commitment to uphold, support, and promote the respect and protection of fundamental human rights and dignity for everyone involved in the Company's operations. This policy aligns with national laws, international human rights principles, the United Nations Guiding Principles on Business and Human Rights, and best practices for the business sector.

Scope

This policy sets out principles and guidelines to ensure that all employees of the Company, including subsidiaries and affiliated companies where the Company has an interest and controls operations, as well as business partners, business allies, and contractors under the Company's oversight, including activities in the supply chain and joint ventures, are treated equally, with dignity, respect, and in accordance with this policy. This is to ensure that the activities conducted do not create or cause any impact on human rights.

Definitions

Human Rights refers to the basic rights and freedoms that all individuals are inherently entitled to, regardless of race, religion, gender, gender identity, nationality, ethnicity, language, or any other status. These human rights include the right to life and liberty, freedom from slavery and torture, human trafficking, abuse, forced labor, and child labor. They also encompass the rights of children, the safety of individuals, local communities, minorities, and other rights such as the right to be treated equally, the right to work, the right to education, the right to freedom of expression, and more. Everyone is entitled to these rights equally, without discrimination, through the management of diversity and the acceptance of individual differences.

Respect for Human Rights

1. **Avoiding Negative Impacts:** The Company strives to avoid actions that may cause or contribute to human rights impacts through its activities, which are part of the Company's operational processes and decision-making.

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2. Addressing Impacts: In the event of human rights impacts, the Company is committed to effectively and promptly addressing these impacts, providing appropriate remedies to affected individuals, and implementing measures to prevent recurrence.
3. Preventing Other Related Impacts: The Company recognizes its responsibility to prevent or mitigate human rights impacts linked to its operations, products, or services, even if it does not directly cause such impact.

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The Board of Directors, management, and employees at all levels of the Company must be aware of and respect human rights in all aspects of every individual, as well as society and communities, in accordance with the laws of each country and the treaties that each country is obligated to comply with. This includes:

1. Treating everyone equally based on human rights principles, free from discrimination.
2. Avoiding actions that violate human rights.
3. Supporting and promoting human rights.
4. Communicating, disseminating, educating, raising awareness, setting guidelines, overseeing, and providing support to relevant stakeholders.

Practice Guidelines

The Company is committed to adhering to the following human rights principles:

1. Treat all employees with respect, dignity, and humanity regardless of race, nationality, ethnicity, religion, gender, language, age, skin color, or any other social status.
2. Exercise caution in fulfilling duties to prevent risks of human rights violations in business operations. This includes rejecting all forms of human trafficking, child labor, and forced labor aimed at exploitation in the Company's operations, supply chain, and businesses under the Company's management in any way. Furthermore, the Company is dedicated to preventing harassment, whether it is sexual harassment or other forms of abuse.
3. Promote fair employment practices, ensuring non-discrimination by treating all employees and workers, including migrant workers, fairly and transparently across all workplaces.

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Employment agreements will specify mutually agreed terms and conditions, including wages, benefits, working hours, overtime, holidays, leave, and other rights, in compliance with the minimum standards set by law.

4. Provide employees and workers the freedom to voluntarily participate or refrain from participating in any activities, express opinions, and engage in actions that comply with laws and ethical standards. Employees have the right to peacefully organize and collectively negotiate to address their benefits and working conditions in accordance with procedures outlined in the Labor Relations Act and other applicable labor laws.
5. Promote safety and occupational health for individuals and assets of the Company, including employees, workers, stakeholders, Company-managed businesses, and the supply chain. This includes maintaining a safe working environment with measures and systems in place to prevent and monitor safety risks. Compliance with relevant safety and occupational health laws, international safety and occupational health standards, and the Company's safety regulations is mandatory.
6. Develop a comprehensive Human Rights Due Diligence system and process within the Company to identify human rights risks, assess impacts, and establish preventive and mitigation measures. This includes implementing appropriate, legitimate, or generally accepted remediation and impact mitigation processes. Investigation of human rights violations, regular monitoring of human rights compliance, and consistent reporting and disclosure are integral.
7. Provide a channel for receiving complaints or reports of human rights violations related to the Company through the complaint platform on the website www.loxley.co.th. Ensure fairness and protection for individuals who file complaints or report human rights violations, including implementing appropriate remedial measures.
8. Cultivate and foster a corporate culture of respect for human rights by monitoring and not overlooking any observed human rights violations. Communicate, disseminate information, and provide training to enhance knowledge and understanding of human rights for the Board

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of Directors, executives, and employees of the Company. This will be conducted consistently and regularly.

9. Conduct an annual review of the Human Rights Policy or whenever significant events occur to ensure its alignment with legal principles, international standards, and/or the business environment.
10. Individuals who commit human rights violations will be deemed to have breached the Company's Code of Conduct and this policy. Such actions will be subject to disciplinary measures in accordance with Company regulations. If the violations are found to constitute legal offenses, they may also be subject to legal penalties.

This Human Rights Policy shall take effect from May 14, 2024, onward.

Announced on May 14, 2024.

(Dhongchai Lamsam)

Chairman of the Board

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