

Human Rights Policy

Sahamitr Pressure Container Public Company Limited is aware of the importance and respect for human rights, which is considered a “basic principle” in working and living together in society. The company has therefore established a “human rights policy” as normal practice as follows:

Principle

The board of directors, executives, and employees of Sahamitr Pressure Container Public Company Limited must all be aware of the importance of and respect human rights in all aspects, without discrimination on race, gender, religion, education or any other matters. The company is committed to ensure that everyone is treated equally according to human rights principles, without choosing to practice, and prevent actions that violate human rights. SMPC supports human rights, including communication, dissemination, knowledge and understanding of the company's employees, partners, as well as those involved in the company's operating activities, thus strictly following the company's human rights policy.

Guidelines for Actions

1. The company is well aware and respects the human rights of employees, customers, partners, and all stakeholders in doing business by treating each other equally. Do not discriminate against physical, mental, nationality, race, religion, gender, age, skin color, education, culture, traditions or any other matters.
2. The company strictly complies with laws related to human rights both in Thailand and abroad for doing business operations.
3. The company definitely does not participate in any actions that violate human rights, whether it is the forced labor, illegal migrant workers, child labor or human trafficking, etc.
4. The company supports actions to protect human rights, including communicating, disseminating, educating the implementation of human rights policy to employees, business partners and alliances of the company, in order to implement the human rights policy to cover all processes related to the company's business operations. The company also gives opportunities for employees and stakeholders to express their opinions, reflect on problems, and report clues or complaints, if there is any incidents related to the violation of human rights.
5. The company treats employees humanely, without any violence, sexual harassment, physical, mental, or verbal threats. Also maintaining hygiene standards, safety and good working environment.
6. The company gives importance to “customers”, thus respecting the privacy rights of customers, by keeping customer personal information efficiently with a strong security system.
7. The company is committed to conduct business responsibly, taking into account the impact on the community and environment, by setting environmental policies and various measures related to business operations, to not cause any impact on the community and environment.
8. The company develops human rights continuously. The issues and risks related to human rights are identified and assessed according to the company's risk management guidelines in order to alleviate the risks and lead to the prevention of human rights violations, including the negative impacts that may occur from the company's business operations.
9. The company monitors the respect for human rights. There must be strict compliance with the human rights policy, be ready to report to the Board of Directors in order to develop, mitigate or correct human rights impacts appropriately.
10. The human rights violation is considered to be the violations of ethics, which will be considered for

disciplinary punishment according to the company's regulations.

11. The company is committed to provide protection to whistleblowers or report actions that violate human rights to the company.
12. The company will take care and provide compensation to those affected by human rights violation as appropriate in each case.

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Mr. Surasak Urpsirisuk

Chairman of Executive Committee and Managing Director