

## Human Rights Policy

TCM Corporation Public Company Limited and its affiliates (“Company”) recognize the importance of respect for human rights which are fundamental virtues of working and living together in society. The Company supports and complies particularly with the Universal Declaration of Human Rights (UDHR) and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO). In order to achieve this commitment, the Board of Directors has therefore established this human rights policy (“this Policy”) which is to be implemented and practiced accordingly.

### Scope

- 1) This policy applies to all directors, executives, and employees of the Company, also including temporary contracted employees (collectively, “employees”).
- 2) The Company encourages and supports all involved in the business operation throughout the business value chain such as suppliers, contractors, business partners, and joint ventures to join in the compliance of this policy.

### Definition

Human Rights	refers to the rights and dignity of human beings that are inherent naturally to human beings since birth. This includes the legally guaranteed or protected rights, liberties, and equality of persons, ensuring both thought and action are without infringement by the Constitution of the Kingdom of Thailand and international treaties.
Company	refers to TCM Corporation Public Company Limited and its subsidiaries controlled by the Company as stated in the Company’s financial statements.

### Human rights policy

- 1) The Board of Directors, executives, and employees at all levels shall be aware of the importance of respect for human rights in all aspects of every individual, society, and community in accordance with the laws of each country and the treaty to which each country is obligated to adhere to. This includes:
  - Treating all persons equally in accordance with the principles of human rights without discrimination.
  - Avoiding acts that violate human rights.
  - Supporting and promoting human rights.
- 2) The Company shall refrain from engaging in any act that is considered a violation of human rights including forced labor, illegal migrant labor, child labor, and human trafficking in particular.
- 3) The Company shall treat its employees humanely, without any violence, sexual harassment, or abuse whether physically, mentally, or verbally, and to maintain high standards of hygiene, work safety, and good working environment.
- 4) The Company supports the Women’s Empowerment Principles (WEPs), as well as promotes gender equality and inclusion.
- 5) The Company supports its business partners in the business value chain, suppliers, contractors, and joint ventures to participate in business operations with integrity, respecting human rights, and to treat all persons in accordance with the principles of human rights in line with this policy.
- 6) The Company pays attention to suggestions or opinions of employees in relation to work. By providing opportunities and encouraging all employees to participate in nominating or expressing opinions without limitation.



### Guidelines

1. The Board of Directors, executives, and employees at all levels shall respect human rights, treat each other equally with respect, and without discriminating against differences in appearance, mind, race, nationality, country of origin, race, religion, gender, language, age, skin color, education, social status, culture, customs, or any other matters.
2. Exercise caution in performing duties in order to prevent the risk of human rights violations in business operations and to monitor respect for human rights practices.
3. Support and promote actions to protect human rights.
4. Communicate, disseminate, educate, create an understanding, set guidelines, and provide support to business partners in the business value chain, suppliers, contractors, as well as joint ventures, to participate in business operations with integrity, respect for human rights, and treat all persons in accordance with the principles of human rights under this policy.
5. Always ensure there is a respect for human rights and not neglecting or ignoring actions that constitute human rights violations that are relevant to the Company. Any violations found must be reported to supervisors or responsible persons for acknowledgment and investigations must be cooperated with. If there are any doubts or inquiries, consult with your supervisor or person in charge through the various channels provided.
6. The Company will provide fairness and protection to persons who report human rights violations related to the Company by using measures to protect complainants or those who cooperate in reporting human rights violations as stipulated by the Company in the Whistleblower Policy.
7. The Company shall continually develop and implement a Due Diligence Process to identify issues and assess the risks and impacts of human rights violations. The process also includes identifying the affected groups or individuals, plan and set corrective and preventive guidelines, as well as managing, resolving, and preventing human rights violations and monitoring the results. The Company shall also provide appropriate mitigation procedures if there is an occurrence of human rights violations.
8. The Company shall examine and monitor the management and resolution of human rights violations in accordance with the audit and monitoring process. The Company is also committed to support and cooperate in remediating the impact caused by or in connection with the Company.
9. The Company is committed to creating and maintaining an organizational culture that adheres to respect for human rights in accordance with this human rights policy.
10. Violations of human rights are violations of the Company's code of conduct in which disciplinary actions shall be considered and executed in accordance with the regulations set by the Company. Furthermore, if such violations are illegal, there may be prosecutions under the law.

By the resolution of the Board of Directors on August 11, 2021

TCM Corporation Public Limited Company



Miss Piyaporn Phanachet  
Chief Executive Officer