



Human Rights Policy

Thai Steel Cable Public Company Limited operates the business in compliance with good corporate governance and realizes the importance of human rights towards the sustainability of the company. The Company strictly adheres to the laws and international principles regarding the human rights, including the provision of protective measures and avoidance of human rights violation on employees, suppliers, local communities and all stakeholders by following the human rights principles upon laws and regulations and international standards such as United Nations Universal Declaration of Human Rights.

Scope of operation

This human rights policy covers all operations and activities of Thai Steel Cable Public Company Limited. In addition, the Company aims to encourage the suppliers and all related parties to comply with the principles of this policy in their business operations as well.

Implementation

Employee Rights

The Company provides fair treatments among employees and with respects and value individual differences, in alignment with the international standards and in accordance with the laws to fully cover the rights of employees, ensuring equal remuneration, safe and appropriate working conditions and environment, preventing any forms of discriminations against age, gender, sexual orientation, physical ability, race or ethnicity, nationality, country of origin or cultural background, religions, beliefs, cultures, economic and social background. The Company promotes the diversity and the equal coexist, recognizes the rights of association and for specific negotiation that aligns with the related rules and regulations, including the right to negotiate for the labor benefits.

Customers Rights

The Company places high importance on the customers' privacy and is committed to develop the stringent data protection, refrain from violating the personal information and communications of customers. The Company prevents any form of discrimination, avoid misconduct, and treat every customer fairly and equally.

Supplier Rights

The Company treats all business partners equally, no discriminate, supports the respect for human rights and strictly abides by various human rights laws and regulations while ensuring that they all are comply with relevant laws and regulations throughout the entire supply chain. Moreover, the Company encourages its business partners to adopt ethical business practices, transparency, a fair market competition with responsibility towards society, and create a culture of mutual respect as well as continually develop their competencies.



บริษัท ไทยสตีลเคเบิล จำกัด (มหาชน) Thai Steel Cable Public Company Limited

Child Labor right

The Company is committed to complying with relevant local and international regulations on children rights and child labor. The Company ensures that no underage or child labor is employed or never use the forced labor in any form, in compliance with local and international labor laws and standards in our operations and across the supply chain. The protection and safety of children is taken into consideration in all business activities and facilities, and products and services are safe and seek to support children's rights as always.

Community Rights and the Environment

The Company is committed to its responsibility towards the community, society, and environment. The Company has an environmental policy which serves as a guideline to minimize the impact of the Company's business operations on the community, society, and environment. The Company strictly and continuously adheres to laws, regulations, and requirements relating to the environment in all activities, pay attention to the right of all stakeholders properly, respect and treat all stakeholders fairly. This is to ensure that there will be no human rights violations among the stakeholder groups.

Therefore, the Company aims to endorse the respect for human rights which is the core that the business sector must focus on as well as establish the operational guidelines to incorporate with comprehensive human rights protection principles according to international values and domestic laws. Such shall prevent the human rights violations from conducting business against all groups of stakeholders. The Company also supports the business partners to grow together on accountability and respect for the basic rights of stakeholders equally. This is in line with the international guidelines for social responsibility towards sustainability.

In compliance to the resolution of the Board of Directors Meeting No. 3/2023 dated May 9, 2023.

(Sarit Patanatmarueng)
Managing Director