

Labor and Human Right Policy Revision 2

The company is committed to conducting business ethically in order to “No harm to anyone any time and adheres to social responsibility and stakeholders”, the company therefore envision respecting human rights principles and having good labor practices are important parts that will apply as a principle for treating employees, business partners, and stakeholders throughout the supply chain.

Therefore, this policy has been established which covers health and safety, non-discrimination, anti-harassment and harassment, compliance with labor laws, anti-trafficking in persons and child labor, and right to freedom of peaceful assembly. In addition, the company has a policy to comply with laws related to human rights. and labor is strict as a minimum.

Policy Scope and Governance

This policy applies to the business operations of Bangkok Synthetics Co., Ltd. in Mixed C4 derivatives and synthetic latex businesses and BST Elastomers Co., Ltd. in the synthetic rubber business covering executives, regular employees, temporary employees including forwarding it to business partners, suppliers, and other business counterparts throughout the company's supply chain for apply it to their business operations. Whereas,

1. This policy is governed and overseen by the Social Responsibility Steering Committee. It is reviewed at least annually and updated as necessary to reflect changes in legislation or circumstances.
2. The quantitative target of this policy is demonstrated in the Sustainable Development Policy (ESG Policy).

Labor and Human Rights Policy

All executives and employees must adhere to the principles of human rights equally and without discrimination, refrain from any action that constitutes a human rights violation, and support and promote human rights. The company shall communicate, disseminate, educate, define monitoring guidelines, and provide support to all related parties.

To ensure compliance with this policy, all executives and employees must perform their duties with due care and collectively monitor respect for human rights and labor practices as defined in this policy. This is to prevent risks arising from human rights and labor violations in business operations and from related stakeholders. Should any human rights or labor violation be detected, it must be reported or formally complained about through the designated channels.

Guidelines for practice:

1) Focus on health and safety.

From the company's vision of safety, health and environment: "No Harm to Anyone Anytime", which means that the company manages to ensure that employees and stakeholders (Anyone) safe from work, no accident, be healthy, have no work-related diseases, maintain a safe working environment at all times and to have a risk management system in place to prevent accidents and work-related illnesses at all times by communicating and listening to understand the reasons and methods for reducing the risks that cause danger in every activity and making decisions with clear directions and follow the vision. There is a process for developing an efficient management system and developing personnel to have knowledge, abilities and be able to demonstrate leadership in creating a culture of safety, occupational health and the environment that is sustainable and caring for each other in order to achieve continuous improvement and development.

2) Non-discrimination and Equal Opportunity

The company focuses on treating each other with respect and dignity, treating each other equally without discrimination of physical, mental, race, nationality, religion, gender, language, age, skin color, education, social status, or any other matter.

In the process from hiring, recruitment, compensation, benefits, working hours, work assignments, performance evaluations, training and development, advancement planning, and others, the company will consider equality and not discriminate according to the same standards.

3) Combating Harassment and Threat

The Company does not tolerate harassment and threat of any kind and creates an environment in the workplace to protect against harassment and threat in all forms, whether verbal, physical, or with actions, tends to be threatening, insulting, embarrassing, sexually harassing, or obscene.

4) Voluntary employment, Opposes human trafficking and no child labor

The company does not support and will not allow any form of forced labor. All employment and work is voluntary, child labor and all forms of human trafficking are prohibited under any circumstances, including the establishment of control measures to ensure that child labor, forced labor, and human trafficking do not occur.

At the same time, we expect our suppliers, vendors, and other partners throughout the supply chain to take steps to prohibit child labor, forced labor, and human trafficking as well.

5) Right to freedom of peaceful assembly

The company respects the rights and freedoms of employees to peacefully assemble, does not affect work efficiency, and does not violate the law or business ethics. Employees can participate in the company welfare committee and other activities voluntarily under the provisions of the law.

6) Whistleblowing and Grievances

The company provides official channels for whistleblowing and grievances, including a clear procedure for escalating incidents. We guarantee fair treatment and protection for any person reporting a labor and human rights violation. Whistleblowers and individuals cooperating with investigations are safeguarded by protective measures outlined in our Code of Conduct, ensuring protection against any form of retaliation.

To ensure the effective implementation of this policy, all management and employees are required to act with due diligence and actively monitor for adherence to our human rights and labor standards. This serves to prevent the risk of violations within our operations and by associated stakeholders. Any observed or suspected instance of abuse or harassment must be immediately reported to a line manager, a designated contact person, or via the official channels provided

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