

# Labor and Human Right Policy Revision 1

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 strictly 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.

To ensure compliance with this policy, all employees must perform their duties with caution and help monitor respect for human rights and labor use according to this policy. To prevent risks that may arise from violations of human rights and labor in business operations, including those from related stakeholders. If harassment or threats are found, report them to your supervisor or the Human Resources and General Administration Manager immediately. Whereas,

1. This policy is governed and responsible by the Social Responsibility Steering Committee and be reviewed at least once a year.
2. The quantitative target of this policy is demonstrated in the Sustainable Development Policy (ESG Policy).

## **Guidelines for practice:**

### **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 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.

### **Non-discrimination**

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, from recruitment, compensation, working hours, work assignments, performance evaluations, training and development, advancement planning, and others, the company will take into account equality and not discriminate according to the same standards.

### **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.

### **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.

### **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.

Announced on the date of 21<sup>st</sup> Dec 2023

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Managing Directors

**Revision 1:**

1. Clearly specify the policy scope, governance, and responsibility, specific the time for reviewing the policy, and specify policy target which are referenced in the Sustainable Development Policy (ESG Policy).
2. This policy is the announcement of Labor and Human Right Policy according to announcement BST No. 62/2566 and BSTE No. 36/2566