

## Human Rights Policy

The Board of Directors, executives and employees at all levels of Sabina Public Company Limited and Sabina Fareast Company Limited must respect human rights, honor and treat each other with human dignity, gracefulness, equity, and non-discrimination regardless of physical, mental, ethnic, nationality, country of origin race, religion, gender, language, age, skin color, education, social status, culture, traditions or any other status. There must be no violation of human rights in all business activities within the company and all stakeholders throughout the value chain, alongside the support and promotion on human rights and labor standards as part of the organizational culture and the entire supply chain according to the United Nations Framework and Guiding Principles on Business and Human Rights (UNGP). These include three main pillars: human rights protection, respect for human rights, and remedies to promote freedom of expression, association and negotiation, fair compensation, and protection of vulnerable groups for the alleviation of risks in human rights issues and the commitment to eliminate discrimination and resist all forms of harassment. Therefore, the Company has established the guidelines as follows:

- Respect and strictly comply with the Company's rules and regulations, including relevant domestic and international laws.
- Monitor, inspect, and assess risks and severity of human rights impacts, along with setting appropriate risk management guidelines or measures. All units are responsible for supervising and managing risks that may arise from the Company's business operations and supply chain.
- Set up a comprehensive Human Rights Due Diligence Process for the Company's business operations and supply chain on a regular basis. This encompasses the evaluation and analysis of potential risk factors, consistent with the identification of concerns and implementation of measures to alleviate risks, in order to prevent infringements on human rights and any possible adverse outcomes arising from the Company's business activities and supply chain. This involves the integration of risk management, ongoing monitoring of operations, and regular communication of reports.
- Develop communication channels to promote knowledge, understanding, and practice on the respect for human rights, including the provision of opportunities for employees and stakeholders to express their opinions and report clues or complaints in case of any incidents or operations which are considered as human rights violations related to the Company.
- Manage to have a process to verify information or complaints related to human rights after being notified by employees and/or stakeholders, and report to the Board of Directors for appropriate actions to develop, alleviate or resolve human rights impacts, including the measures to protect complainants with fairness, especially those who report human rights violation.

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- Communicate, disseminate, and forward this policy to trading partners and business alliances as a guideline for management and prevention of operations related to human rights violations.
- Promote and support trading partners and business alliances to participate in ethical business practices, with social responsibilities and joint development towards sustainable growth.

Announced on September 18, 2024



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Ms. Duangdao Mahanavanont  
Chief Executive Officer