

Labor Standard Management Policy

Sabina firmly believes that "employees" are the most important and valuable resource and are the key to achieving success and sustainable growth for the organization. Therefore, Sabina is committed to prioritizing the care and fair treatment of employees, based on respect for human rights. This includes promoting participation and valuing diversity to create value for the employees themselves.

The company's labor management policy sets standards in accordance with international human rights guidelines and standards, the labor laws of the countries in which the company operates, international standards that the company adheres to, the company's management policies, and customer requirements. This policy applies to the business operations of Sabina Public Company Limited and its subsidiaries. It is also communicated to the company's business partners for application in their operations and to promote the involvement of stakeholders in the supply chain, who are identified as top priorities in respecting human rights.

Guidelines

To enhance the quality of life and foster employee engagement with the company based on fairness and mutual respect, the company has established the following guidelines:

1. Child Labor

The company will comply with minimum age employment laws and will not support the employment of children below the legally defined minimum age. Furthermore, the company will not permit any legal minimum age workers to engage in work that is hazardous to their health and development, or that affects their mandatory education.

2. Forced Labor

The company will not engage in or support the use of forced labor in any form. It will not demand or accept security deposits from employees at any stage, whether upon hiring, during employment, or as a condition of employment, unless legally exempted. Additionally, the company will not use physical punishment or threats of violence, nor will it employ any forms of physical, sexual, psychological, or verbal abuse as disciplinary measures or controls.

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3. Non-Discrimination

The company will respect differences and treat employees equally and fairly, without discrimination based on language, origin, race, religion, age, gender, sexual orientation, marital status, physical or mental disabilities. Additionally, the company will raise awareness among employees about non-discrimination.

discrimination and anti-harassment, along with establishing appropriate complaint channels. Additionally, the company will implement measures to prevent and address issues related to sexual harassment.

4. Compensation

The company will fairly consider wages, compensation, including overtime pay, and various benefits for employees, in accordance with the nature of the work and the company's structure. This will not be less than what is stipulated by law and will be provided within the specified time frame. Employee wages will not be deducted unless such action is legally compliant.

5. Working Hours

The company will set regular working hours that do not exceed legal limits and ensure that employees' overtime hours comply with legal requirements.

6. Freedom of Association and Collective Bargaining

The company will respect employees' rights and freedoms to join or not join associations, unions, and federations, as well as their rights to collective bargaining. The company will not obstruct employees' exercise of their rights as members and will facilitate this process. Additionally, the company will treat representatives equally with other employees according to company regulations and in compliance with the law.

7. Safety, Occupational Health, Environment, and Amenities

The company will create and promote a safe working environment in accordance with legal requirements. It will ensure appropriate working spaces and continuously improve them to prevent health impacts on employees and related parties. Additionally, the company will focus on protecting and reducing

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environmental impacts resulting from the activities of the company and its stakeholders. Furthermore, the company will provide hygienic restrooms and clean drinking water.

8. Protection for Pregnant Workers

The company will ensure that pregnant employees work in a safe environment during appropriate periods, without any risk to their pregnancy or the unborn child. Additionally, the company will not terminate, demote, or reduce benefits for employees due to pregnancy.

9. Discipline and Punishment

The company will not employ inappropriate verbal punishment or physical punishment. It will not engage in coercion or physical abuse of employees. Disciplinary actions and procedures must adhere to the company's guidelines, comply with relevant laws, be transparent, fair, and subject to verification.

In addition to the aforementioned policies and actions, the company remains committed to transparent, fair, and lawful operations. The company will not engage in any actions that deviate from labor standards in any dimension, ensuring benefits and happiness for employees, who are our most important and valuable resources.

This policy is hereby announced and shall take effect on September 18, 2024.



Miss Duangdao Mahanavanont

Chief Executive Officer