

Social and Ethical Supply Chain Policy for Trading Partners Sabina Public Company Limited and its subsidiaries

The Company has established the Social and Ethical Supply Chain Policy in a bid to set up comprehensive human rights and labor standards in practice, including transparent and ethical operations for trading partners of Sabina Public Company Limited and its subsidiaries and subcontractors or individuals or juristic persons who distribute or procure products or services to Sabina Public Company Limited and its subsidiaries. The trading partners are expected to be knowledgeable and comply with applicable laws and regulations, including transparent and reliable operations.

The trading partners shall comply with the laws and regulations applicable in the place of the Company's establishment and the trading partners' business locations according to the policies and principles as follows:

- **Child labor**
Support the legal use of child labor, with no work hazardous to health and safety.
- **Forced labor**
Support no use of forced labor in all forms, including the physical punishment or other forms of physical, mental or verbal abuse.
- **Non-discrimination**
Support non-discrimination, bullying or harassment regardless of any reasons, including the promotion of respectful working conditions with measures to prevent employees from being sexually harassed and abused through words, gestures, physical contact, and violence against women.
- **The rights and freedom of association**
Respect the employees' rights and freedom to join or not join associations or federations.
- **The rights and freedom of negotiation**
Respect the employees' rights and freedom of association for negotiation with no obstruction to the work of employees or labor unions, including facilitating and treating all representatives equally.
- **No excessive working hours**
Support employees not to work longer hours than specified by law, including overtime work and work on holidays by specifying normal working hours, clearly setting the start and end time of employees' work, with meal break, leave days, vacation, and others as specified by law.

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- The rights for minimum wage

Pay wages and compensation to employees as required by law, with the information on wages and compensation for work and the labor benefits under the law.

- Health and safety standards in the workplace

Prepare good working environment for the health and safety of employees, including welfare and health check-up as required by law.

- Respect for human rights

Realize the importance of respecting the human rights of employees in the organization, society, and communities according to the laws of each country and the treaties of each country's obligations.

- Anti-Bribery/Corruption

Trading partners shall not offer, provide or accept any forms of business bribe in order to win or monopolize businesses or seek to improperly influence business decisions to obtain inappropriate advantages or illegal benefits.

There must be monitoring and evaluation at appropriate time intervals. In case of violating any provision of this policy, the trading partners must make corrections within the specified period. The Company will disclose the trading partners who do not comply with this provision or terminate the business relationships.

Announcement to be effective on October 1, 2024



(Ms. Duangdao Mahanavanont)

Chief Executive Officer