

## Human Rights Policy

Crown Seal Public Company Limited "(CSC)" aims to conduct business with ethics holding on to responsibility to society and all groups of stakeholders based on Good Corporate Governance principle and CSC Code of Conduct. For human rights protection, CSC has strictly complied with laws and is committed to human rights respect in accordance with internationally accepted standards especially giving support to and complying with Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: ILO. Moreover, CSC also commit to manage Human Rights according to CSC Code of Conduct.

To ensure that CSC's business is free from human rights violation, the Board of Directors of Crown Seal Public Company Limited considers, therefore, it is appropriate to define the Human Rights Policy and Guidelines to prevent violation of human rights in every activity of CSC's business (Direct Activity).

### Scope of Application

The Company defines the scope of its investigation into human rights issues related to the Company's business operations by identifying the groups of stakeholders affected and actual and potential human rights issues covering issues related to labor, safety, working conditions, equal remuneration, child or forced labor, and all forms of abuse.

### Definition Terms in the Human Rights Policy

"Human Rights" are rights inherent to all human beings, regardless of physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status as stipulated by laws of each country and treaty each country has commitment to. Human rights include the rights to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor and child labor, freedom of expression, freedom of association and right to collective bargaining, the right to work and working hours, the right to education, equal remuneration and other rights such as personal data protection, occupational health and safety, minorities in local community and community rights. Everyone is entitled to these rights, without discrimination in accordance with diversity and inclusion.

"Discrimination" is defined as the act and the result of treating people unequally by imposing unequal burdens or denying benefits, instead of treating each person fairly on the basis of individual merit. Discrimination can also include harassment.

"Harassment" is defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they are addressed. Non-sexual harassment includes but is not exclusive to mobbing and bullying, while sexual harassment includes a sexual component.

"Vulnerable Group" means a "population within a country that has specific characteristics that make it at a higher risk of needing humanitarian assistance than others or being excluded from financial and social services such as women, disability person, children, indigenous people, migrant workers and people, LGBTQI+, third-party contracted labor, contractors and community.

## Human Rights Policy

The Board of Directors, executives, management and employees at all level shall be aware of importance of, respect human rights of every aspect of everyone including social and community, laws of each country and treaty each country is committed to and:

- treat everyone following human rights principle on equal basis without discrimination,
- avoid any act considered violation of human rights,
- support human rights protection,
- support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any related parties.

## Guidelines

1. Everyone shall pay respect to human rights and treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without considering differences in physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.
2. Care must be taken when performing duty to prevent any risks in human rights violation in business and committed to preventing all forms of harassment both sexual and other forms of harassment. CSC is committed to non-discrimination, anti-harassment and zero-tolerance policies against all forms of harassment (including sexual and non-sexual harassment) and discrimination dictate that any allegations are taken seriously and handled confidentially and sympathetically. If allegations are confirmed, remedial action, disciplinary action, dismissal, or legal action will be taken.
3. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to employees, suppliers/ contractors in the business value chain and those in the joint ventures to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy and regularly check for understanding. Training for all employees and relevant parties on human rights including discrimination and harassment in the workplace shall be provided.
4. Everyone shall monitor and provide any support to protect human rights. They shall monitor human rights respect, not ignore or pay attention when finding any action matching human rights violation relating to CSC. Report must be made to supervisor or people of responsibility on this issue. Such person shall give cooperation

to any inquiry or investigation of truth. In case of any doubt or question, such person shall consult his supervisor or people of responsibility via the assigned channels.

5. Provide up-to-date and effective grievance mechanism and escalation process for reporting incidents, fairly treat and protect any whistleblower who reports a violation of the human rights of an individual related to CSC by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in CSC Whistleblower Protection Policy.
6. Continuously develop and conduct a Due Diligence Process covering new investment or mergers and partnership in order to identify human rights risks and impacts and potentially affected all group of stakeholders, plan for corrective and preventive actions on addressing, preventing, and managing human rights violations in accordance with a unified organization-wide risk management framework which cover related industry and country specific issues, and to track and monitor the situation. Also, appropriate mitigation and remediation plan shall be set for human rights violation case.
7. CSC is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
8. Any person who violates the human rights and in cases of discriminatory behavior or harassment of which is also acting against CSC Code of Conduct shall be undertaken corrective action or be considered disciplinary penalty as defined by CSC and may be subject to legal punishment if the act is against the law.
9. CSC is committed to communicate, report and disclose human rights implementations, mitigation and remediation including incidents of discrimination and harassment to the public in a complete and transparent manner.
10. Regularly review human rights policy taking into account the changes that are significant to the organization.

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(Mr. Pongpanu Svetarundra)

Chairman of the Board of Directors