

Social Compliance Policy

Royal Plus Public Company Limited

Royal Plus Public Company Limited recognizes the importance of human rights and human dignity in accordance with internationally recognized principles. The Company is committed to treating all employees fairly and equally, adhering to the fundamental principles of the International Labour Organization (ILO) and strictly complying with applicable labor laws in Thailand.

Accordingly, the Company has established this Social Compliance Policy as a guideline for implementation and compliance by all employees, while also encouraging its business partners to adhere to equivalent standards. The details are as follows:

1. Objective

To demonstrate the Company's commitment to conducting business ethically, human rights, and complying with applicable labor laws and international labor standards. The Company aims to ensure that all employees are treated fairly, work in a safe environment, and are accorded equal respect and human dignity.

2. Scope

This Policy applies to all employees of Royal Plus Public Company Limited, including temporary workers, contract workers, subcontractors, and business partners involved in the Company's operations.

3. Policy Statement

Royal Plus Public Company Limited is committed to conducting its business in accordance with ethical social principles and fully complying with all applicable labor laws. The Company upholds the following principles:

3.1 Prohibition of Child Labor

The Company prohibits the employment of children below the minimum age permitted by applicable laws and does not support child labor in any form. The Company shall strictly verify the age of all prospective employees prior to employment.

3.2 Prohibition of Forced or Compulsory Labor

3.2.1 The Company shall not engage in or tolerate any form of forced or compulsory labor, including labor obtained through coercion or threats, the withholding of personal identification documents, human trafficking, or any other form of involuntary labor.

3.2.2 Employees shall be free to enter and leave the workplace and shall have the right to resign from their employment by providing advance notice in accordance with applicable laws and regulations.

3.2.3 The Company shall not retain or confiscate personal identification documents, such as national identification cards or passports, and shall not impose any unfair recruitment fees or charges on employees.

3.3 Freedom of Association and Collective Bargaining

3.3.1 The Company respects employees' rights to peaceful assembly and to join or establish employee organizations and trade unions to promote and protect their interests, as permitted by applicable laws, without interference. The Company also respects employees' rights to collective bargaining in accordance with applicable laws.

3.3.2 The Company provides confidential, fair, and transparent channels and procedures through which employees can raise complaints or concerns regarding labor rights violations. The Company guarantees that employees who file complaints will not be subject to any form of punishment or retaliation.

3.4 Non-Discrimination and Equal Opportunity

3.4.1 The Company shall treat all employees and job applicants equally and without discrimination on the grounds of race, nationality, religion, gender, age, marital status, disability, political opinion, or any other status or characteristic unrelated to an individual's ability to perform the job.

3.4.2 Decisions regarding recruitment, compensation, training, and promotion shall be based solely on qualifications, capabilities, and experience.

3.5 Health and Safety

3.5.1 The Company shall provide a safe and hygienic working environment and maintain high standards of occupational health and safety.

3.5.2 The Company shall regularly conduct risk assessments and implement measures to prevent occupational hazards, provide necessary personal protective equipment (PPE), and ensure ongoing and regular safety training for employees.

3.6 Working Hours and Rest Days

The Company shall establish normal working hours, overtime, holidays, and leave entitlements in accordance with applicable laws. Employees shall be entitled to annual leave and other types of leave as prescribed by applicable laws and the Company's regulations.

3.7 Wages and Benefits

3.7.1 The Company shall pay wages, overtime compensation, benefits, and other entitlements at rates no less than those required by applicable laws. All payments shall be made in full, on time, fairly, and transparently.

3.7.2 Employees shall be provided with clear and transparent information regarding the calculation of their wages and benefits.

3.8 Anti-Harassment and Abuse

The Company strictly prohibits all forms of harassment and abuse, including physical, psychological, and verbal harassment, bullying, intimidation, and inappropriate physical or psychological punishment.

3.9 Transparency and Audit

The Company welcomes inspections and audits of its labor practices and processes by internal and external parties to ensure transparency and support continuous improvement.

3.10 Development and Communication

The Company shall communicate this Policy to all employees and provide appropriate training to promote understanding and awareness. The Policy shall be reviewed and updated regularly to ensure its continued relevance and effectiveness.

The implementation of this **Social Compliance Policy** is the responsibility of all employees, who are required to strictly comply with all relevant policies, requirements, procedures, announcements, and/or orders. The Company emphasizes employee participation and is committed to ensuring that all employees are treated fairly and equally, without discrimination. This commitment aims to enable employees to fully realize their potential, promote collaboration, and ensure equal opportunities for all employees to develop their knowledge, skills, and capabilities.

This Policy is hereby announced for the information of all concerned and shall be strictly observed and complied with.

Announced on 1 January 2025.