



บริษัท สหอุตสาหกรรมน้ำมันปาล์ม จำกัด (มหาชน)
United Palm Oil Industry Public Company Limited

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HR Announcement No. HRA 34/2024

Child Labor Policy

1. The Company shall not employ a child under fifteen years of age as an Employee.
2. In the case of employment of a young employee under eighteen years of age, the Company shall comply with the child labor law.
3. The Company shall not demand any pledge from the employee and shall pay wages directly to them.
4. In the case of employment of a young employee under eighteen years of age, the Company shall provide a rest period of not less than one consecutive hour after the employee has worked for not more than four hours.
5. The Company shall not require a young employee to work between 22.00 hours and 6.00 hours or to work on a holiday.
6. The Company shall not require a young employee to perform hazardous tasks, such as heavy lifting, harvesting, operating or controlling a crane, or work involving chemical substances.
7. The employee shall be entitled to take Leave for attending meetings or seminars as stated in law and receive wages of a working day throughout the period of Leave, but not exceeding thirty days per year

As announced on May 3rd, 2024

(Mr. Nattaporn Thawornnyuttitam)

Human Resources and Administration Manager

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A Subsidiary of Lam Soom (Thailand) Public Company Limited