



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

CORPORATE HEADQUARTERS
64 Soi Bangna-Trad 25, Khwaeng Bangna Nuea,
Khet Bangna, Bangkok 10260 Thailand
Tel +66-(0)2-744 1046
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HR Announcement No. HRA 33/2024

Female Labor Policy

The Company's policy regarding the employment of women are as follows:

1. The Company does not conduct pregnancy tests during the recruitment process.
2. Female employees are prohibited from working in locations that require them to work at heights exceeding ten meters above ground level.
3. Pregnant employees are prohibited from performing any of the following tasks:
 1. Involving in vibrating machinery or engines.
 1. Driving or being in a vehicle.
 1. Lifting, carrying, uplifting, pulling, or tugging objects weighing more than fifteen kilograms.
4. Pregnant employees are prohibited from working between 10:00 pm to 6:00 am, working overtime, or working on holidays.
5. If a pregnant employee works in a management, academic, administrative, financial, or accounting position, the Company may permit overtime work on working days, provided it does not impact the employee's health and the employee consents to it.
6. Pregnant employees are entitled to maternity leave for up to 98 days, including holidays during the leave period. In cases where an employee presents a medical certificate stating that they cannot continue working in their current position, the employee has the right to request a temporary job transfer to a suitable position before or after giving birth. The Company shall transfer the employee to a suitable position as deemed appropriate.

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A Subsidiary of Lam Soon (Thailand) Public Company Limited



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7. The company shall not terminate the employment of an employee due to pregnancy.

As announced on May 3rd, 2024

(Mr. Nattaporn Thawornyuttitam)

Human Resources and Administration Manager

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