



บริษัท สหอุตสาหกรรมน้ำมันปาล์ม จำกัด (มหาชน)

United Palm Oil Industry Public Company Limited

CORPORATE HEADQUARTERS

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Announcement No. HRA 03/2025

Human Rights-Based Human Resource Management Policy

The Company is committed to managing its operations based on principles of integrity, discipline, unity, and mutual understanding among employees. The Company promotes and supports employees in gaining knowledge, skills, capabilities, motivation, and good health, while also adhering to human rights principles—basic rights and freedoms that must be protected to ensure that all individuals can live with liberty, equality, and dignity.

To ensure effective human resource management, the Company hereby sets forth the following policy guidelines:

1. All employees shall be treated fairly and equally, with dignity as members of the Company.
2. Recruitment, compensation, training, termination, or retirement must be carried out with fairness, without discrimination based on race, nationality, religion, disability, gender, sexual orientation, political affiliation, or participation. Consideration shall be based on job qualifications, education, skills, experience, physical condition, and other relevant job requirements. Employees shall be appointed and rotated fairly and appropriately.
3. The Company shall not use medical test results as grounds for discrimination during recruitment. Conditions such as pregnancy, HIV, or AIDS shall not be criteria for employment decisions. Medical examinations shall only be conducted in accordance with legal requirements or for workplace safety.
4. The Company does not engage in, or support forced labor, such as confinement, withholding of documents, or hiring individuals under the age of 18. The Company ensures that minors or underage workers are not placed in hazardous, unsafe, or unsanitary environments. (Detail refers to child labor policy)
5. The Company prohibits any form of sexual harassment, including inappropriate gestures, language, coerced physical contact, abuse, or exploitation.

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A Subsidiary of Lam Soon (Thailand) Public Company Limited



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6. The Company shall provide a safe and hygienic work environment, including access to clean drinking water and restrooms. Procedures will be in place for accident prevention and health protection from environmental hazards, with regular employee training and safety systems to detect, avoid, or manage risks to employee health and safety.
7. The Company values good communication, which enhances efficiency and workplace relationships. Employees shall be informed of relevant matters as appropriate.
8. The Company supports and continuously develops employees to promote personal and professional growth.
9. The Company respects employees' rights to freedom of association and collective bargaining, including the right to join labor unions (if any). Employees shall have the freedom to associate and negotiate and be able to communicate with union members within the workplace.
10. The Company shall not interfere with employees' beliefs or practices related to race, nationality, religion, disability, gender, sexual orientation, membership, or political affiliation.
11. The Company shall establish clear and appropriate policies related to social responsibility and labor conditions, with ongoing monitoring, review, improvement, and correction to ensure a sustainable labor management system.

This policy shall take effect from the date hereof.

Issued on May 21, 2025

(Mr. Natthaporn Thawornuttitham)

Human Resources and Administration Manager

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