



**Announcement No. HRA 10/2026**

**Subject: Employment of Plantation Contractors**

In order to align workforce requirements with seasonal production volumes, the Company has established a policy to engage contractors for plantation activities as appropriate to the economic conditions. The procedures for hiring plantation contractors are as follows:

The Plantation Manager shall request approval from the Managing Director to employ plantation contractors as deemed appropriate.

Upon approval, the Plantation Administration Officer shall prepare the contract and submit it to the Human Resources Department for review and approval processing.

The contract details must clearly specify the scope of work and compensation.

The Managing Director shall sign the contract with the contractor, and each party shall retain one original copy of the contract.

The team representative must establish a mutual agreement within the group and submit the required documents to the Company.

Contractors must strictly comply with the terms and conditions stated in the contract and its attachments.

For every payment made, both the contractor representative and all team members must sign to acknowledge receipt and verify the accuracy of the payment amount received.

This announcement shall be effective from this date onward.

Announced on May 25, 2026.

(Mr. Nattaporn Thawonyutitham)

Human Resources and Administration Manager

**ESTATE OFFICE / MILL**

98 Moo 6, Nuaklong-Khao Phanom Road,  
Huayoong Sub-district, Nuaklong District,  
Krabi 81130 Thailand

Tel +66-(0)75-666 075

Fax +66-(0)75-666 072

