



Announcement No. HRA 15/2026

Subject: Female Labor Policy

United Palm Oil Industry Public Company Limited has established the following policy regarding the employment of female workers:

1. The Company does not require pregnancy testing during the recruitment process.
2. Female employees are prohibited from working on scaffolding or at heights exceeding ten meters above ground level.
3. Pregnant employees are prohibited from performing the following types of work:
 1. Work involving machinery or engines that produce vibration
 2. Work involving driving or traveling with vehicles
 3. Work involving lifting, carrying, bearing, pulling, dragging, or pushing heavy objects exceeding twenty-five kilograms
4. Pregnant employees are prohibited from working between 10:00 p.m. and 6:00 a.m., performing overtime work, or working on holidays.
5. In cases where pregnant employees work in managerial, academic, administrative, finance, or accounting positions, the Company may allow such employees to work overtime on normal working days provided that the work does not adversely affect the employee's health and that the employee gives prior consent on each occasion.
6. Pregnant employees are entitled to maternity leave for a period not exceeding 120 days per pregnancy, including holidays occurring during the maternity leave period. If a pregnant employee presents a certificate issued by a first-class licensed modern medical practitioner stating that she is unable to continue performing her current duties, she shall have the right to request a temporary reassignment before or after childbirth. The Company shall consider assigning suitable duties as deemed appropriate.



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

CORPORATE HEADQUARTERS

989 AIA East Gateway Building, 19th Floor Rooms 1901 – 1906 and 1912
Debaratna Road, Bangna Nuea, Bangna, Bangkok 10260

Tel +66-(0)2-744-1046

Fax +66-(0)2-361-8989

www.upoic.co.th

7. The Company shall not terminate the employment of a female employee on the grounds of pregnancy.

This announcement shall be effective from this date onward.

Announced on May 25, 2026.

(Mr. Nattaporn Thawonyutitham)

Human Resources Department 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