



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

Announcement No. HRA 16/2026

Subject: Child Labor Policy

United Palm Oil Industry Public Company Limited does not support the employment of child labor under 18 years of age.

1. In cases where employees under 18 years of age are hired, the Company shall strictly comply with all applicable child labor laws and regulations.
2. The Company shall not require any form of guarantee or deposit from child employees and shall pay wages directly to the child employee only.
3. In the case of employees under 18 years of age, the Company shall provide a rest period of at least one hour after four consecutive working hours.
4. Child employees are prohibited from working overtime between 10:00 p.m. and 6:00 a.m. and from working on holidays.
5. Child employees are prohibited from performing hazardous work, such as heavy lifting, harvesting operations, operating cranes, spraying chemicals, or other high-risk tasks.
6. Child employees are entitled to leave for meetings, seminars, training sessions, or other activities as prescribed by law, with wages paid for working days not exceeding 30 days per year.

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