

Human Rights Policy

**Wyncoast Industrial Park Public Company Limited
and its subsidiaries**

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Wyncoast Industrial Park Public Company Limited and its subsidiaries (later will be referred as “The Company”) has realized and supported the human rights for both inside and outside the Company, as well as compliance with professional business ethics and cooperate governance. Moreover, the Company also strictly operated according to the Constitutional Law, Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNGC) and United Nations Guiding Principles on Business and Human Rights (UNGPR), and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work in order to be compliance with sustainable development policy and assurances for the business to operate without the human rights infringement.

Terms of Reference

Human Rights’ Policy by The Company was a guideline for all employee (director, full-time employee, part-time employee and advisor) to respect under the business operation of Wyncoast Industrial Park Public Company Limited and its subsidiaries covering direct business operation, related business activities of the company, services of the Company, chain of value and activities that related to the customer, trade partner, contractor, community and society. Furthermore, the Company’s Human rights policy also respected the rights of minority such as woman right, children right, native people, expat worker, outsource worker, people in the local community, customer/consumer, alternative genders, handicap, pregnant people and elder.

Guideline

The guideline has been written to support the assurances for all employee regarding the respect of human rights among personnel of organization, and stakeholders. In order for all aforementioned group of people to be treated, protected and respected as the basic human rights, as well as preventing human rights infringement action. Accordingly, the Company has stipulate the human rights guideline as follows:

Employees

The Company fairly treats to employee, respects in difference of human, opens to gender equality and no prejudice towards the employee and applicant based on age, ethnic, gender, color skin, education background, religion/belief, homeland, gender preference, mental disability, physical disability, civil status, and social status. In other words, the Company respects every human dignity and their privacy, as well as not supporting the involuntary labor usage and child labor. In addition, the Company is also taking into account regarding the

gender equality under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) take priority on having no prejudice regarding nationality, social status, health, education background, rights to work, social status, and ethnicity etc. The Company would like to protect the safely working environment, as well as become a precedent for operating business and other activities in accordance with human rights value and open the opportunities for employees to comment human rights issue and other aspect.

Customer

The Company prioritizes on protecting customer's privacy information by secured storing the data with high security measurement. The Company would not deliver the customer information without customer's consent and not unlawfully using such information for self-benefit or other benefit. The Company emphasizes to develop the standard of measurement to highest efficiency secure customer data by stipulating data usage policy including privacy data protection policy, as well as promoting and prioritize on protecting customer data by procurement of protection tools for customer for safety when entering the Company's project.

Community and Society

The Company intends to be friendly neighbor and trustworthy ally for the local communities, as well as supporting community rights and preserve local tradition. The Company operates various projects in order to develop a well-being for the local communities under the social responsibilities with regarding to impact towards surrounding communities and environment. Therefore, the Company stipulates environment policy with a business operation guideline in order to minimize the impact toward surrounding communities and environment. At the same time, the Company also builds a strong relationship with all stakeholders, as well as fair and transparent treatment towards all stakeholders in order to prevent privacy infringement including opens the channel to receive comment on business operation.

Trade Partner and Contractor

The Company emphasizes to manage sustainable supply chain in accordance with moral code, laws and social responsibility under the expectation for our business trade partner to operate in accordance with constitution law and becoming excellent guideline as sustainable supply chain that contains responsibility. The Company persists to manage and keep relationship with business allies, trade partners, and contractors for operation subject to labor law and international standard of labor law as well as determining the working hours, fair salary for employees and preventing unlawful labor usage of business partners and allies, including involuntary labor and child labor by holding on to the business operation ethic and provide faired and clarified working contract, including supporting safety equipment for employee of

both trade partner and allies and also providing knowledge and training safety course and strictly operate under the safety guideline.

Announced on 26 January B.E. 2022



Mr. Jak Chamikorn
Chairman of the Board

Wyncoast Industrial Park Public Company Limited

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Approved by the Nomination and Remuneration Committee Conference 1/2023 on January 26, 2023.

Approved by the Board of Director Conference 1/2023 on January 26, 2023.