

## Human Rights Policy

Sansiri Public Company Limited and its affiliates (collectively referred to as “Sansiri”) adhere to the principles of business ethics and good corporate governance along with social responsibility, and respect and promote human rights and children’s rights according to international principles, taking into account all stakeholders in accordance with Sansiri’s corporate governance and code of conduct.

In terms of human rights protection, throughout the business process, Sansiri treats stakeholders under the Universal Declaration of Human Rights (UDHR), Children’s Rights and Business Principles (CRBP), Human Rights and Labor Standard, and The United Nations Standards of Conduct for Business by the Offices of the United Nations High Commissioner for Human Rights (OHCHR).

Therefore, in order to comply with Sansiri’s Sustainable Development Policy and to ensure that Sansiri’s business operations are free from human rights violations, the Board of Directors of Sansiri Public Company Limited has established Human Rights policies and guidelines to prevent human rights violations in all business activities of Sansiri (Direct Activity) and that of the Business Partner’s in the Business Value Chain.

This policy covers the operation of Sansiri and its affiliates, including the operations of the business partners who have a duty to respect the human rights as well as comply with the law and regulations that protect human rights both in Thailand and internationally. The Board of Directors, executives, and employees of Sansiri at all levels value, respect, and support human rights in all aspects of every individual, as well as society and community, according to the laws of each country and by the treaties that each country has an obligation to follow. Sansiri avoids any action that violates human and children’s rights throughout the business process in all areas of operation. Sansiri also places great importance on treating customers with ethics and also focuses on efficient organization of data management to protect customers’ personal data.

Sansiri is committed to treating employees with fairness and equality, including managing non-discriminatory compensation payments, taking care of the quality of life of the employees as required by law, refraining from using child labor and forced labor, promoting the hiring of legal foreign workers, including promoting and providing safety and sanitation in the workplace. The Company adheres to the principles of children’s rights and business practices. Sansiri Group and all business partners are required to comply with the child labor policy, and Sansiri also respects freedom of nationality, social status, health, education, rights of work, social class, appearance, race, sexual orientation, etc.

Sansiri aims to establish guidelines for the management of the human rights audit process by providing human rights impact assessments, preventive measures, and remedial measures in the event of human rights violations and reporting the performance, including providing channels to receive complaints and mechanisms related to human rights issues, children’s rights, as well as performing an annual human rights policy review which will be proceeded in order as appropriate.

This Policy has been considered and approved by the Board of Directors at the meeting No. 14/2023 on 14 December 2023 and shall enter into force from 14 December 2023 onwards.

---

(Mr. Apichart Chutrakul)  
Chairman of the Board  
Sansiri Public Company Limited