

Social and Labor Policy

Sri Trang Agro-Industry Public Company Limited (the "Company") is committed and ready to work with responsibilities to social, labor, safety, and environment by applying the code of conduct according to social, labor, safety, and environment that are applied in the Company. In order to give the most benefit for employees, customers, communities, and surrounding societies.

The Company has determined the social and labor policy to serve as a guideline following

- Compliance with all applicable laws, regulations, and requirements of the government such as Fair Labor Standard Act, Charter of the United Nation, and International Labor Organization.
- Give independence and respect the employee's right to have the freedom of association, collective bargaining in order to lead them be a representative and joining various activities within the Company.
- No discrimination to gender, age religion, nationality, race, caste, disability, etc. such as hiring, wage payment, training course, or promotion, political affiliation or opinions or any other condition that could give rise to discrimination.
- The Company has fair remuneration comply as a minimum, with wage mandated and under the conditions to the extent prescribed by law. Including control decent working hours under the conditions to extent prescribed labor standard.
- The Company has complied with occupational health and safety regulations or with standard and law enforced towards ensuring a safe and healthy work environment and reducing minimizing so far as is reasonable the causes of hazards inherent within the workplace. And respect the right to healthy working and living conditions of workers and local communities including young workers, new and expecting mothers and persons with disabilities will receive special protection.
- No child labors.
- The Company has not servitude, forced, bonded, indentured, trafficked or non-voluntary labor and ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse, sexual harassment. Include to the has caring and treat all employees with human dignity and equality.
- The Company has taken the necessary measures to avoid and reduce environmental degradation effects on the community, natural resources and the overall environment.
- The Company has taken measures to resist corruption of all type, graft and disloyalty in order to have the ethical business behavior.

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(DR. Viyavood Sincharoenkul)

Chairman

