

Human Rights and Labor Practices Policy

of

Jasmine Technology Solution Public Company Limited and its subsidiaries



Effective on March 25, 2025

Human Rights and Labor Practices Policy

Jasmine Technology Solution Public Company Limited (hereinafter referred to as "the Company") respects human rights in all aspects and acknowledges that every human being is inherently entitled to dignity and equality. The Company strictly upholds and respects human rights principles, adhering to the Universal Declaration of Human Rights (UDHR) of the United Nations, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO). The Company also complies with the Thai Labor Protection Act, Thai labor standards, and other relevant provisions for labor protection and labor standards in Thailand. This includes any international agreements, to ensure that the Company's business operations are free from human rights violations.

The Board of Directors of the Company deems it appropriate to establish policies on human rights and labor practices to prevent human rights violations and to demonstrate the Company's commitment to equality and non-discrimination for all business operations of the Company.

1. Objectives

- 1) To prevent human rights violations and adverse impacts on human rights and labor practices in all business operations of the Company.
- 2) To protect employees from any form of discrimination and harassment.
- 3) To promote teamwork and provide equal opportunities for employees to develop themselves.
- 4) To establish consistent standards for human rights management throughout the organization.

2. Scopes of the Policy

This human rights and labor practices policy applies to the Board of Directors, executives, and employees of the Company, and it is mandatory for them to strictly adhere to the implementation process.

The Company aims to promote and encourage all stakeholders to be actively involved and support the implementation of this policy, ensuring the value chain remains intact and in line with the Company's principles.

3. Definition

- 1) **Human rights** refer to fundamental rights that all individuals possess equally, regardless of physical characteristics, race, gender, nationality, language, religion, or any other status. Every person is entitled to these rights and should be protected from any infringement by others.
- 2) **Diversity** refers to a variety of perspectives, cultures, beliefs, races, nationalities, sexual orientations, gender identities, abilities, health statuses, social statuses, skills, and other personal characteristics.
- 3) **Acceptance of differences** refers to valuing and recognizing the diversity of individuals, being an organization, which creates an inclusive environment where employees feel involved and accepted, treating all parties involved fairly and equitably.
- 4) **Harassment/Intimidation** refers to any behavior that is inappropriate, unsatisfactory, or causes harm or discomfort to others. This can include verbal or physical actions that tend to threaten, belittle, make someone feel embarrassed or uncomfortable, or create a hostile or unfriendly work environment.

- 5) **Sexual harassment** refers to behaviors that violate the rights of others in terms of gender or sexuality. This can include inappropriate comments, gestures, body language, and even forcing or pressuring someone into engaging in sexual activities. It is important to consider the feelings of the person being targeted, and any actions that make them feel embarrassed, uncomfortable, or violated, as it is a clear violation of personal boundaries and consent. Such actions are considered acts of sexual harassment.
- 6) **Forced labor** refers to work or services that are exacted from individuals under the threat of punishment as people are compelled to do against their will, and they have not voluntarily offered themselves for it. Individuals may be forced into labor through means such as coercion, physical violence, sexual abuse, confinement, or through debt bondage.
- 7) **Discrimination** refers to treating individuals differently, creating barriers, or granting privileges to certain individuals or groups based on characteristics such as race, nationality, ethnicity, skin color, lineage, religion, social status, gender, age, disability, political beliefs, or marital status.

4. Roles and Responsibilities

1) Board of Directors

Establishing policies on human rights and labor practices to prevent any violations of human rights in all Company activities which is an integral part of the Company's Business Code of Conduct.

2) Internal Audit

Responsible for reviewing the implementation of the Human Rights and Labor Practices Policy by the Human Resources Department, and reporting to the Audit and Corporate Governance Committee at least once (1) per year.

3) Human Resources

Communicating principles and objectives, promoting knowledge and understanding of human rights and labor practices to all employees and stakeholders along with supply chain. Prepare and submit reports on human rights performance and labor practices. This information is then presented to the Audit and Corporate Governance Committee for review.

4) Employees

Understand and adhere to the Company's policies on human rights and labor practices. This includes reporting or notifying any observed violations or incidents that contradict this policy.

5. A Guideline for human rights and labor practices

1) Respect for Laws and Human Rights

- **Civil and Political Rights**

- Promote acceptance of differences and coexistence on the basis of equal diversity
- Avoid engaging in any actions that may create a hostile, intimidating, or unfriendly work environment, including physical, verbal, psychological, and written harassment or discrimination.
- Avoid engaging in any actions that disrupt the workflow of other employees and cause unnecessary frustration.

- Avoid engaging in any actions that violates ethics or sexually harasses fellow employees, as well as actions that promote indecency, vulgarity, or sexual misconduct, whether through words or actions which can create feelings of frustration, embarrassment, loss of face, or demoralization.
- Avoid engaging in any actions that restrict freedom of expression or participating in political activities, as these are considered individual rights and personal opinions. It is important not to use the name of the Company and not to utilize Company assets for any political purposes.
- **Economic, Social and Cultural Rights**
 - Provide employees with access to social security and other benefits as mandated by applicable laws.
 - Provide employees with rest period(s) during working days, working hours that do not exceed local labor laws, and paid annual leaves as mandated by local labor laws.
 - Avoid engaging in any actions that restrict religious and cultural practices, or traditional beliefs.
- **Gender Equality Rights**
 - Respect the right to gender equality, embracing diversity in gender identity, gender expression, sexual orientation, and gender characteristics.
 - Promote fair and respectful treatment, prohibiting all forms of sexual harassment and misconduct.
 - Respect individual privacy by avoiding any actions that compel the disclosure or concealment of one's sexual orientation, gender identity, or gender expression.
 - Maintain strict confidentiality and security of information related to an individual's sexual orientation, gender identity, gender expression, or gender characteristics, and refrain from disclosing such information without the individual's explicit consent.
 - Promote equality and non-discrimination, ensuring that sexual orientation or gender identity is not used as a basis for employment decisions, including recruitment, compensation and benefits, professional development, career advancement, or work assignments.
 - Support equal access to healthcare, and provide inclusive spaces, dress code accommodations, and appropriate facilities that respect individuals' gender identities.
- **Community Rights**
 - Respect the rights, freedoms, and voices of local communities, particularly vulnerable groups, minorities, and indigenous peoples residing within those communities.
 - Conduct business with consideration for potential negative impacts on local economies, natural resources, environmental quality, ecosystems, culture, society, livelihoods, sanitation, health, safety, privacy, and other human rights issues affecting community members.
 - Assess human rights impacts, including those related to health, the environment, and society, as part of decision-making processes prior to investments, mergers and acquisitions, or conducting business within communities.

- Evaluate operations that affect communities through transparent, equitable, and non-discriminatory processes in compliance with applicable laws.
- Support community access to safe and adequate resources for consumption.
- Uphold the community's right to clean air.
- **Right to Personal Data Privacy**
 - Respect individuals' rights to personal data privacy by ensuring that any use, disclosure, or control of personal data is conducted only with the data subject's consent.
 - Protect personal data under the Company's care, establishing clear criteria for the collection, retention, and management of personal data.
 - Respect the rights of data subjects to access, use, disclose, delete, destroy, restrict, or withdraw consent for the use of their personal data, in accordance with applicable laws.

2) Equitable and Fair Labor Practices

- **Forced Labor**
 - Avoid engaging in or supporting any form of forced labor, including any form of work or service that is extracted from any individual through the use of punishment and the individuals involved should not have willingly chosen to engage in such activities. This includes refraining from employing non-voluntary labor, using coercion or physical or sexual violence.
 - Avoid engaging in or participating in any form of debt bondage, non-payment or withholding of wages, restriction of freedom of movement, isolation, or any form of confiscation or retention of personal documents of employees, unless it is a lawful operation.
- **Non-Discrimination in Respect of Employment and Occupation**
 - Salaries, wages and benefits are to be paid on time, in compliance with legal requirements. No deductions from employees' wages are allowed, except if local laws state otherwise.
 - Provide equal remuneration and benefits to all genders for jobs of equal value and responsibility.
 - Prohibit any discriminatory treatment towards employees, regardless of the circumstances, including actions that create inequality due to reasons unrelated to work or job-related factors.
 - Prohibit any discriminatory practices in recruitment and selection of personnel based on age, gender, race, nationality, disability, or religion, and ensure that hiring decisions are based on job-related qualifications and requirements for the respective positions.
 - Develop human resources comprehensively and consistently without discrimination, taking into consideration the suitability of each position and career advancement opportunities.
 - Define and publicly disclose the performance evaluation criteria to ensure their understanding and awareness.
 - Communicate the results of job performance evaluations to employees in a fair and transparent manner, allowing them to enhance their work performance and professional development.
 - The process of transfer and relocation must be based on equal opportunities for career advancement and should not involve discriminatory practices.

- Termination of employment should be based on performance that does not meet the required standards or criteria, or for engaging in misconduct that warrants disciplinary action. It may also occur due to a medical condition diagnosed by a physician or for other reasons unrelated to discriminatory practices.
- **Right to Peaceful Assembly**
 - The assembly is permitted under the conditions that gatherings are peaceful and do not involve weapons.
 - The assembly is permitted under the conditions that gatherings do not compromise work performance and continuity in customer service.
 - No actions shall be taken to restrict the right to association, except when such restrictions are necessary to protect the collective interests, maintain peace, prevent unlawful activities, or uphold business code of conduct.
 - Respect the rights and freedom of association or any assembly including the right to collective bargaining in compliance with the law, which serves as a basis for protecting other rights, fostering social progress, and sustainable development.
- **No Child Labor**
 - Prohibit the employment of child labor under the legal age limit in each country.
 - Prohibit the employment of child labor in work and in environment that are unsafe according to the laws of each country as it poses risks to health, safety, and development, as well as negatively impacts compulsory education.
 - Prohibit the employment of child labor for overtime work or work on holidays.
- **Employment of Female and Pregnant Workers**
 - Promote the placement of female workers in safe working environments and activities that do not pose health risks or hazards, particularly for women and pregnant employees.
 - Ensure that pregnant employees are entitled to legal protections and benefits in accordance with applicable laws and regulations.
 - Respect the rights of pregnant workers, ensuring that pregnancy is not used as a reason for dismissal, demotion, or reduction of employee benefits.

6. Complaint Reporting and Remediation

The Company provides channels for reporting whistleblowing and complaints related to human rights violations and has established mechanisms to protect complainants from retaliation. Upon receiving a complaint or relevant information, the Company will conduct a thorough review and investigation of the matter. An appropriate and fair resolution process is in place, with findings and actions reported to Top management and the relevant committees. In cases where human rights violations are confirmed, the Company is committed to providing appropriate remediation and follow-up to affected individuals through various suitable means.

The Company provides the following official channels for submitting complaints or concerns:

- Physical complaint drops boxes or postal mail sent to the Company's registered address

- Direct reporting to the Board of Directors, the Audit and Corporate Governance Committee, the Executive Committee, or relevant departments
- Online submission via the Company's Whistleblowing platform at: <https://jts.co.th/contact-us/>
- Internal Audit Office or Human Resources Department, via email, internal suggestion boxes, or designated internal complaint channels

7. Punishment

In the event of a violation or non-compliance with these guidelines and regulations, which leads to harm to the Company, it shall be deemed as an offense. The assessment of penalties shall be conducted in a fair manner, taking into consideration the logic and nature of the offense. The authority empowered to impose penalties shall do so in accordance with the Company's Business Code of Conduct and Workplace Regulations, or as stipulated by the Company.

8. Report

Collect and retain reports on the impact assessment of human rights and labor practices, and reports on human rights and labor practices to the Audit and Corporate Governance Committee at least once per year.

9. Policy Review

The Audit and Corporate Governance Committee shall review the Human Rights and Labor Practices Policy annually and submit it to the Board of Directors for approval in the event of any changes

Policy	No.	Approved by	Effective on
Human Rights and Labor Practices	1	The resolution of the Board of Directors at the meeting No. 2/2023 convened on March 23, 2023	March 23, 2023
Human Rights and Labor Practices	2	The resolution of the Board of Directors at the meeting No. 2/2025 convened on March 25, 2025	March 25, 2025