



## **Human Rights Policy**

SiS Distribution (Thailand) Public Company Limited (“the Company”) emphasized on human rights of all stakeholders and has established the Human Rights Policy. This policy aims to ensure that the all directors, Managements and employees aware of significance of respecting and upholding human rights in all aspects for every individual, as well as in society and communities, in compliance with the laws of each country and the treaty each country is committed to. This includes:

1. Supporting and respecting the protection of human rights and avoiding actions that violate human rights.
2. Treating others fairly, equally, and indiscriminately.
3. Monitoring and overseeing to ensure that the Company’s business operations do not become involved in human rights violations.
4. Refraining access to resources that have an impact on the traditional way of life and well-being of the community.
5. Resisting human rights violations and the infringement of all stakeholders’ privacy throughout the supply chain.
6. Communicating, disseminating, providing knowledge, and understanding, as well as setting guidelines, monitoring, and encouraging stakeholders in the business value chain to engage them in conducting business ethically, respecting human rights, and treating everyone in accordance with human rights principles.

### **Guidelines for Human Rights**

1. Respect human rights, treating each other with respect, dignity and equality to all stakeholders including the persons who lack the ability to protect their own rights and benefits, without discrimination based on physical or mental differences, race, nationality, place of origin, , ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition, or any other status.
2. Perform duties carefully to prevent the risks of human rights violation in business and committed to preventing all forms of harassment. The Company strictly adheres to the policy and guidelines for non-discrimination, not support forced labor, anti-child labor, anti-harassment, and not accept all forms of harassment. All complaints received by the Company shall be considered and kept confidential. If the allegations are confirmed, remedial action, disciplinary measures, dismissal, or legal action will be taken.
3. Communicate and disseminate the policy to provide knowledge, understanding, guidelines, and support to the employees, vendors and partners in the business value chain. This is to ensure participation in business operation with ethics, respecting and treating everyone under human rights, and adhering.
4. Oversee the respect for human rights, do not ignore when finding any actions that potentially violate human rights in connection with the Company. Reports shall be made to the supervisor or responsible person. The reporter shall give cooperation to any inquiry or investigation of facts. In case of any doubt or question, such person shall consult his/ her supervisor or responsible person via the established communication channels.

5. Establish a channel for whistleblowing and complaint, ensuring fairness and safeguarding the individuals who make such reports or complaints. through the following means:
  - 5.1 The external stakeholders can report directly to the Audit Committee through  
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  - 5.2 The internal stakeholders can report to
    - Supervisors, executives, and the Management who are entrusted by the complainant or the whistleblower.
    - Human Resources Manager
6. Regularly review human rights policy, taking into consideration significant changes that may affect the organization.

This Human Rights Policy has been approved by the Board of Directors in the Board of Directors' meeting of No. 7/2023 held on November 21<sup>st</sup>, 2023.

**This policy shall be effective from January 1<sup>st</sup>, 2024, onwards.**