



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 all directors, management and employees are aware of the 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. Support and respect for the protection of human rights and avoid actions that violate human rights.
2. Treat others fairly, equally, and indiscriminately.
3. Monitor and oversee to ensure that the Company’s business operations do not become involved in human rights violations.
4. Recognize and respect employees’ rights to freedom of association and collective bargaining.
5. Ensure all employees are treated in accordance with applicable health and safety regulations, as well as labor and anti-human trafficking laws.
6. Refrain from access to resources that have an impact on the traditional way of life and well-being of the community.
7. Resist human rights violations and the infringement of all stakeholders’ privacy throughout the supply chain.
8. Communicate, disseminate, provide 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 including pregnancy, sexual orientation, marital status, gender identity or expression, citizenship status when otherwise legally able to work, disability (including HIV), language, age, skin color, education, social status, culture, tradition, veteran status, or any other characteristic protected by applicable law.
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, debt-bonded and indentured 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. Provide a safe and healthy workplace for all employees, which includes, but is not limited to, a safety-designed work environment, workplace adjustment for employees with disability or health condition, access to safety and sanitation equipment, and necessary resources. Additionally, offering annual health checkups, medical expenses sharing, and ensuring appropriate working hours and environment.



4. 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.
5. 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.
6. Establish a channel for whistleblowing and complaint, ensuring fairness and safeguarding the individuals who make such reports or complaints. through the following means:
 - 6.1 The external stakeholders can report directly to the Audit Committee through
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Din Daeng, Bangkok 10400
Tel: 020-020-3000 Ext. 3291
Email: independentdirector@sisthai.com
 - 6.2 The internal stakeholders can report to
 - Supervisors, executives, and the Management who are entrusted by the complainant or the whistleblower.
 - Human Resources Manager
 - Quality Assurance Department
 - Company Secretary
 - Lotus Notes Database named: Secret Suggestion Box
 - The Audit Committee as stated in item 6.1
7. Ensure that any instances of harassment, abuse, corporal punishment, or other inhumane treatment within the organization are thoroughly investigated through whistleblowing mechanisms, interviews, surveys, or other appropriate means.
8. To uphold our commitment to human rights, the Company has instituted a comprehensive Human Rights Due Diligence process. This includes regular risk assessments to identify potential human rights risks within our operations, supply chain, and business relationships. The Company also ensures ongoing monitoring of human rights' performance, with transparent reporting on our progress through regular updates and reports.
9. 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. 6/2024 held on December 13th, 2024.

This policy shall be effective from January 1st, 2025, onwards.