



นโยบายด้านสิทธิมนุษยชน
(Human Rights Policy)

Kijcharoen Engineering Electric Public Company Limited

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History of Document Amendments

Revision No.	Date	Details	Approver
00	17 February 2025	Initial Issue	Board of Director (3/2023)
01	20 February 2025	Adjust the format for neatness and consistency. Revise the wording for better clarity.	Board of Director (1/2025)
02	20 February 2026	1) Revise Clause 2. 2) Revise Clause 6. 3) Revise Clause 10. 4) Revise Clause 14.	Board of Director (1/2026)

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Human Rights Policy

Kijcharoen Engineering Electric Public Company Limited recognizes and respects human rights, human dignity, freedom, and equality of all individuals. Therefore, the Company has issued this Human Rights Policy to ensure that its operations are conducted responsibly, in compliance with laws and international principles, particularly in supporting and adhering to the international standards on human rights, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. These principles are adopted as guidelines for human rights management across the organization to ensure consistent standards. In addition, the Company has established a comprehensive Human Rights Due Diligence process to manage and address potential human rights impacts throughout its value chain.

Scope

This Human Rights Policy covers all of the Company's operations, including the activities of employees, business partners, and the community.

Human Rights Practices for Stakeholders including employees, customers, business partners, and the community, as follows:

1. Guideline on Forced Labor

The Company shall not engage in or support the use of forced labor in any form, either within the Company or throughout its supply chain. The Company will not demand or retain deposits, identification cards, or personal documents from employees—whether at the time of hiring, during employment, or as a condition of employment—unless required by law. In addition, the Company strictly prohibits the use of corporal punishment, threats of violence, or any other forms of physical, sexual, psychological, or verbal abuse as a means of discipline or control.

2. Guideline on Child Labor and Child Rights

The Company complies with Thai labor standards and the Thai Corporate Social Responsibility Standard (MorRorTor. 8001-2010) regarding forced labor and child labor. The Company shall not employ or support the employment of children under the minimum legal working age. Furthermore, the Company shall not allow or support child labor in work that is hazardous to health, safety, or in environments that may endanger their well-being. The Company treats all employees equally and fairly in accordance with applicable laws, workplace regulations, and policies. This applies to both permanent employees and subcontracted workers, ensuring that all human resources management practices are aligned with the law. The company shall conduct its business in alignment with UNICEF - Children's Rights and Business Principles.

3. Guideline on Female Labor

The Company shall not assign female employees to perform work deemed hazardous to their health or body as prescribed by law. In addition, the Company will ensure that pregnant employees are assigned to work and environments that are safe and not harmful to their health or pregnancy. The Company shall not terminate, demote, or reduce the benefits of female employees on the grounds of pregnancy.

4. Guideline on the Employment of Migrant Workers in Compliance with the Law

The Company conducts its business ethically and responsibly, particularly in relation to the employment of migrant workers. Both the Company and its business partners must comply with all legal requirements regarding employment contracts, work permits, wages, and safe working conditions. This approach ensures lawful employment practices and enhances the competitiveness of business partners, enabling sustainable growth together.

5. Guideline on Equality and Non-Discrimination

The Company shall not engage in or support any form of discrimination in employment. Employee rights will be protected in accordance with applicable laws, including fair payment of wages and compensation, provision of benefits, access to training and development

opportunities, consideration for promotion or advancement, termination, and retirement. The Company shall not interfere with, obstruct, or take any action that negatively affects employees' exercise of their rights or practices. No employee shall be discriminated against on the basis of nationality, religion, language, age, gender, marital status, sexual orientation, disability, trade union membership, status as an employee representative, political affiliation, or any other personal beliefs or characteristics.

6. Guideline on Freedom of Association and Collective Bargaining

The Company respects employees' rights by law and their freedoms to join or not join associations, trade unions, and federations, as well as their right to organize for collective bargaining. The Company shall not obstruct the operations of trade unions or federations, nor interfere with employees' rights to union membership. Furthermore, the Company will provide necessary facilitation and treat employee representatives equally and fairly as other employees.

7. Guideline on Working Environment and Quality of Life

The Company is committed to ensuring that all employees work under proper standards, with fair employment conditions and a safe working environment that promotes their well-being. The Company strives to provide employees with a good quality of life, enabling them to work without adverse effects on their physical or mental health. The Company upholds the highest standards of occupational health and safety, dedicating itself to preventing accidents, injuries, and work-related illnesses. All practices are carried out fairly and in compliance with labor protection laws, employee welfare regulations, labor relations standards, and health and safety requirements. The Company regularly reviews, develops, and improves its policies to remain appropriate and effective. Furthermore, it actively participates in initiatives that support communities and society in line with its commitments. This includes programs aimed at improving quality of life and expanding educational opportunities for local youth, community organizations, and religious institutions in the surrounding areas of its operations.

8. Guideline on Protection of Employees Against Harassment and/or Sexual Harassment

The Company promotes a respectful working environment and has preventive measures in place to protect employees from harassment and sexual harassment. This includes inappropriate verbal remarks, gestures, physical contact, or any other form of misconduct, as well as violence against women. In cases where employees are subjected to harassment and/or sexual harassment, the Company will strictly enforce disciplinary actions against offenders in accordance with its workplace regulations.

9. Guideline on Compensation and Remuneration

The Company shall pay wages, remuneration, and overtime compensation to employees in accordance with or above the minimum standards prescribed by law. Employees will be informed in writing of all compensation details in each pay period, with clear and understandable breakdowns of the various components. This also includes severance pay and all other benefits to which employees are legally entitled.

10. Guideline on Working Hours

The Company shall not require employees to work longer than the limits prescribed by law and in accordance with the principles of the International Labour Organization (ILO) Conventions, including overtime and work on holidays. If overtime and/or work on holidays apply, it must be performed voluntarily by the employee. Regular working hours, including the start and end times, will be clearly defined and shall not exceed the legal limits for each type of work. The Company also ensures that employees are provided with rest periods during working hours, meal breaks, and entitlements to leave days, annual vacations, and other forms of leave as required by law.

11. Guideline on Termination and Severance Pay

The Company complies with the Labor Protection Act B.E. 2541 (1998), which outlines the responsibilities of employers and the rights of employees in cases of termination. In accordance with the principles of the International Labour Organization (ILO) Conventions, the

Company has established the following practices:

11.1 The Company shall not terminate employees without justifiable reasons related to their performance or conduct.

11.2 Employees shall be provided with prior notice of termination or receive severance pay in accordance with labor law, except in cases of gross misconduct.

12. Guideline for Customers

The Company respects the rights of its customers by treating them fairly, providing transparent information, and ensuring that customers' personal data is not violated

13. Guideline for Business Partners, Contractors in Supply Chain

The Company respects the rights of its business partners by treating them fairly and ensuring transparent procurement and contracting processes to promote fair competition. The Company avoids involvement in any human rights violations or impacts and encourages its partners to conduct business based on respect for human rights. All partners and contractors are required to strictly adhere to the Company's Human Rights Policy and practices, as follows:

13.1 Conduct business with integrity, honesty, transparency, and ethics.

13.2 Comply strictly with laws and international labor standards, including labor protection, prohibition of forced labor, and fair working hours and remuneration.

13.3 Respect individual equality and avoid discrimination or any practices in employment that create inequality based on age, race, nationality, religion, disability, gender, sexual orientation, trade union membership, or political interests.

13.4 Support good employment conditions for employees, maintain a safe working environment, and comply with relevant environmental laws and regulations. This ensures that all partners and contractors can manage and prevent environmental impacts arising from business operations. The Company will conduct ongoing and fair monitoring of partners and contractors to assess potential human rights impacts through risk assessment forms, unannounced site visits, and reporting channels within the Company.

14. Guideline for Communities and Society

The Company respects the rights of communities by listening to their opinions and supporting their participation, ensuring that its operations or activities do not cause direct or indirect human rights violations. The Company will prioritize local employment/sourcing, including opportunities for under-privileged groups, and youth/graduate initiatives where applicable, and engage in initiatives that help enhance the quality of life within the communities in which it operates

The Human Rights Policy and its practices form an essential foundation that all employees at every level must be aware of and understand. The Company is committed to communicating this policy and its intent to all employees, business partners, and contractors through the following channels:

- Employee orientation programs
- Communication via organizational executives
- Communication through the Human Resources Department via the Company's intranet and website
- Communication through relevant departments involved in business dealings with the Company's partners and contractors

This Labor and Human Rights Policy have been reviewed and approved by the Board of Directors at the 01/2026 Board meeting held on 20 February 2026.