



Human Rights Policy

Khon Kaen Sugar Industry Public Company Limited
and Group Companies

Human Rights Policy

Khon Kaen Sugar Public Company Limited and its subsidiaries are committed to conducting business in accordance with good corporate governance principles, adhering to social responsibility and accountability to all stakeholder groups based on corporate governance principles, while placing significant emphasis on human rights practices in strict compliance with relevant laws and international standards. This includes supporting and adhering to the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPR), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO). To ensure that the Company's business operations are free from human rights violations, the Board of Directors deems it appropriate to establish human rights policies and guidelines to prevent human rights violations in the business value chain and among business partners.

Scope of Implementation

This Human Rights Policy applies to the Board of Directors, executives, and employees, encompassing all business activities of the Company, subsidiaries, and associated companies, as well as other relevant parties in the value chain.

Definition

Human Rights

Refers to the inherent rights of all human beings regardless of differences in physical or mental characteristics, race, nationality, origin, ethnicity, religion, language, age, skin color, education, social status, culture, customs, or any other matters as stipulated by the laws of each country and treaties to which each country is obligated to comply. This includes the right to life and liberty; freedom from slavery and torture; freedom from human trafficking, abuse, forced labor, and child labor; freedom of expression; freedom of association and collective bargaining; rights at work, working hours, equal compensation, education, and other rights such as personal data protection, health and safety, minority groups in local communities, and community rights. All individuals are entitled to these rights equally without discrimination through the management of diversity and acceptance of individual differences.

Discrimination

Refers to unequal treatment and care of individuals by imposing additional burdens or denying equal rights and benefits, instead of treating individuals fairly based on the foundation that each person deserves. Discrimination may also include forms of abuse or violation.

Harassment

Refers to unwanted expressions or actions that are generally considered undesirable toward individuals with whom one interacts. Non-sexual harassment may include denouncement, defamation, and bullying, among others, while sexual harassment involves sexual elements or components.

Vulnerable Group

Refers to individuals who lack the ability to protect their rights and interests due to lack of power, education, resources, strength, etc., and are at risk of being affected by human rights impacts, such as women, persons with disabilities, children, indigenous peoples, migrant workers, individuals with diverse sexual orientations and gender identities (LGBTQI+), business partners, workers of business partners, and communities, among others.

The Board of Directors, executives, and employees of the Company must recognize the importance of and respect for human rights in all aspects of individuals, as well as society and communities, in accordance with the laws of each country and treaties to which each country is obligated to comply. This includes treating all individuals equally according to human rights principles without discrimination, avoiding actions that constitute human rights violations, supporting and promoting human rights, communicating, disseminating knowledge and understanding, establishing guidelines, monitoring and supervising, and providing support to relevant parties.

Guidelines for Implementation

1. Respect human rights, treat each other equally, and honor one another toward all stakeholders without discrimination based on physical or mental differences, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other matters.
2. Exercise caution and avoid actions that constitute human rights violations, as well as prevent all forms of threats, both direct and indirect, toward all stakeholders.
3. Maintain fair employment conditions and ensure a safe working environment to enable employees to perform at their full potential by complying with relevant laws while promoting organizational well-being, supporting employees in achieving work-life balance, as well as respecting the rights and freedoms of expression, collective bargaining, and association of employees.
4. Communicate and disseminate knowledge and understanding of human rights practices while supporting and promoting actual implementation among stakeholders in the value chain to ensure their participation in conducting business with good governance, respecting and adhering to human rights principles.
5. Establish a comprehensive Human Rights Due Diligence (HRDD) process to identify risk issues and impacts, plan and determine corrective and preventive measures, as well as mitigate any human rights impacts that occur or may occur from the Company's business operations.

6. Accept complaints or reports of human rights violations related to the Company, whether arising from the Company's activities or businesses under the Company's management authority, through complaint channels on the Company's website or other designated channels. The Company will provide fairness and full protection to individuals who file complaints or report human rights violations.
7. The Board of Directors, executives, and employees of the Company who commit human rights violations are considered to have violated the Company's code of conduct and shall be subject to disciplinary action in accordance with established regulations and may be subject to legal penalties if such actions violate the law.
8. Establish regular reviews of human rights policies and processes to ensure continuous and appropriate process development, taking into consideration changes that have significant implications for the organization.