



Saksiam Leasing Public Company Limited

Human Rights Policy

Saksiam Leasing Public Company Limited operates its business with a strong commitment to good corporate governance, respect, and responsibility toward society and all stakeholders in accordance with principles of corporate governance and codes of ethics for the protection of human rights. The Company complies with applicable laws, regulations, and international declarations, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPR), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

To ensure that the Company's business operations are free from human rights violations, the Company has established its Human Rights Policy to prevent such violations across all business activities.

Definitions

Human Rights: The fundamental rights to which every human being is entitled and protected as a human being, regardless of physical or mental differences, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other matters under the laws of each country, as well as treaties to which each country is bound. Human rights include, but are not limited to, the right to life and liberty, freedom from slavery and torture, freedom of opinion and association, the right to work, the right to education, and other rights. All individuals are entitled to these rights equally without discrimination.

Scope

This policy applies to all business activities under the Company's management and control.

Human Rights Policy

The Board of Directors, executives, and all employees at every level must recognize the importance of, and respect, human rights in all aspects concerning every individual, as well as society

and communities, in compliance with the laws of each country and international treaties to which each country is obligated. This includes:

1. Employee Rights: The Company treats employees equally and without discrimination, values diversity in age, ethnicity, gender, skin color, education, religion, beliefs, nationality, citizenship status, sexual orientation, physical or mental disabilities, and social status. All individuals are treated with dignity and respect for personal life. The Company supports measures to eliminate forced or involuntary labor and child labor. Moreover, the Company emphasizes gender equality and respects freedom regarding nationality, social status, health, education, employment, and social class. The Company is committed to maintaining fair working conditions, serving as a role model in conducting business in compliance with human rights, and providing opportunities for employees to express opinions on matters, including those relating to human rights.

2. Customer Rights: The Company places great importance on safeguarding customers' privacy, with secure systems for data storage and confidentiality. Customer information will not be shared without consent and will not be misused. The Company continually develops its standards to protect customer data effectively and has established a Data Privacy Policy to guide such practices.

3. Rights of Business Partners and Alliances: The Company upholds the highest standards of business ethics and expects its partners and alliances to respect human rights and conduct business in accordance with the Company's regulations and Code of Conduct. This prevents involvement in operations that may lead to or constitute human rights violations. The Company strictly complies with human rights laws and regulations and emphasizes the importance of respecting these throughout the supply chain. Additionally, the Company encourages partners and alliances to engage in ethical business practices and social responsibility, fostering a culture of mutual respect and enhancing long-term competitiveness.

4. Prohibition of Forced Labor: The Company does not employ underage workers below the legal threshold and strictly prohibits forced labor within its operations and supply chain. The Company does not engage in or support any form of forced labor, including work or services obtained under coercion, punishment, or without consent. Examples include: involuntary labor, threats, physical violence or sexual abuse, confinement, debt bondage, withholding wages, restricting freedom of movement, isolation, or confiscation of personal identification documents (except as legally permitted).

5. Human Rights Risk Assessment and Impacts: The Company establishes processes to identify human rights risks and mechanisms for complaints related to human rights violations. Regular

monitoring, inspections, risk assessments, and evaluations are conducted. Appropriate measures for risk management are implemented, with the Risk Management Department overseeing these in collaboration with all responsible departments. The Company promotes two-way communication to enhance knowledge, understanding, and practices regarding human rights, and provides opportunities for employees and stakeholders to express opinions, raise issues, report concerns, or lodge complaints in case of potential violations. If such events occur, the Company ensures appropriate remediation and mitigation processes.

6. Community and Environmental Rights: The Company is committed to operating responsibly toward communities, society, and the environment. The Company's Environmental Policy provides guidance to minimize negative impacts on communities, society, and the environment. The Company strictly complies with all applicable laws, rules, and regulations concerning environmental matters in its operations.

This Human Rights Policy were approved by the Company's Board of Directors in the Board of Directors' Meeting No. 3/2023 on May 11, 2023.

Announced on May 17, 2023

Mr. Siwaphong Boonsalee

Managing Director