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Purpose

Tong Thai Rubber Group recognizes that our employees are our greatest strength. We are committed to upholding the highest standards of employee health, safety, well-being, and rights while fostering an inclusive and equitable workplace. This policy outlines our commitment to social responsibility, aligned with international standards.

Scope of Application

This policy applies to all full-time, part-time and contractual employees of all entities under Tong Thai Rubber Group:

- Tong Thai Rubber Co., Ltd.
- Tongthai Technical Rubber Co., Ltd.
- Sin Tong Thai Rubber Co., Ltd.
- Grand Rubber Co., Ltd.
- TTN Rubber Co., Ltd.

This policy also encompasses all processes, products and services.

Labor and Human Rights Policy

1. Employee Health and Safety

Tong Thai Rubber places a strong emphasis on respecting and upholding human rights for our employees and communities. We are committed to prioritizing the health, safety and well-being of our employees by maintaining a safe and secure working environment. We strive to prevent work-related injuries, ill-health, diseases and incidents by implementing robust safety protocols in adherence to all relevant occupational health and safety regulation, conducting proper risk assessment and establishing effective control mechanism, as well as ensuring safe handling of materials and chemicals, and maintaining the working equipment to prevent accidents. All employees are provided with proper training on safe work practices, the use of personal protective equipment (PPE), and emergency response procedures. We ensure that workers and their representatives are consulted and encouraged to participate actively in all elements of the Health and Safety Management System, such as encouraging the employees to report hazards or concerns.

Targets

- To at least 80% of our employees are trained on workplace health and safety by 2030.
- To reduce work-related injuries by 80% by 2030.
- To ensure at least 80% of employees undergo medical checks by 2030.



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2. Working Conditions

We regard our employees as our most valuable assets. We are committed to providing fair, dignified, and humane working conditions that promote the wellbeing of all employees. Our group provides competitive benefits, compensation package that aligns with industry standards, reasonable working hours, overtime compensation and social security fund. We also commit to regularly consult our employees to ensure workplace conditions meet their needs and expectations through employee engagement survey.

Targets

- To ensure at least 80% of our employees are covered with social security fund by 2030.
- To ensure at least 80% of our employees participate in our engagement survey by 2030.

3. Commitment to Living Wage

As a responsible company, we are committed to ensuring that all employees receive a fair and equitable living wage that meets or exceeds the basic cost of living in the regions where we operate. This commitment reflects our dedication to fostering economic equity, enhancing employee well-being and financial security of our workforce and their families, and supporting sustainable development within the communities we operate. We review our employees' compensation package against living wage benchmark and adjust the package to align with inflation, local economic conditions and industry standards.

Targets

- To ensure at least 100% of our employees are included in a living wage benchmarking analysis by 2030.
- To ensure at least 80% of our employees receive a compensation package exceeding the living wage benchmark by 2030.

4. Social Dialogue

At Tong Thai Rubber Group, we value open and constructive social dialogue as an essential part of fostering a positive and collaborative workplace. We are committed to respecting and upholding the freedom of association and the right to representation. Our commitment to social dialogue includes maintaining transparent communication channels between management, employees, and their representations. The employee representatives are elected by the workforce to represent their interests in discussion with management.

We actively engage in discussion with employee representatives on key issues such as working conditions, wages, occupational health and safety, elimination of all forms of forced or obligatory labor, child labor, and discrimination in employment. Through regular meetings, feedback sessions, and collective bargaining where applicable, we strive to ensure that the voices of all employees are heard and considered in shaping our policies and practices.



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In addition, employees have access to transparent and accountable grievance mechanisms without fear of reprisal or dismissal. We ensure all employees are fully aware of grievance-raising channels by providing training on our internal grievance procedures and post notices on bulletin boards at all our sites. Employees can submit complaints through suggestion boxes in and around our operations and grievance logbooks at our administrative offices by contacting the Human Resources Department.

Targets:

- To maintain at least 1 engagement session with employee representative to address workplace issues annually by 2030.
- To ensure that at least 80% of the workforce is represented by employee representatives by 2030.

5. Career Management and Training

At Tong Thai Rubber Group, we believe that when our employees thrive, we grow exponentially as a company. The group is dedicated to developing high-performing teams and investing in our employees. As a leading sustainable and responsible group, we invest in the growth and development of our employees by providing developmental opportunities for continuous learning and career advancement. We offer capacity building trainings and technical skills programs to enhance technical, leadership, and soft skills and help employees achieve their career goal. We are also dedicated to providing all employees with regular performance reviews to identify development opportunities and career progression pathways.

Targets

- To increase the average hours of skill development training per employee by 10% by 2030.
- To offer tailored training programs to enhance technical, leadership, and soft skills with equal access to at least 20% of manager level employees by 2030.
- To ensure at least 80% of our employees receive performance review by 2030.

6. Child Labor

We have zero tolerance for child labor at our operations and are committed to ensuring strict compliance with international labor standards and local regulations. Our recruitment policy prohibits the employment of individuals under eighteen and we screen all job applicants to ensure they meet minimum age requirements. We have incorporated age-verification measures into our recruitment process, including inspecting their identification documents and conducting thorough background checks to prevent underage workers from joining our workforce. We have established clear procedures across all our operations to address cases where children are found to be employed at our worksites. These procedures and associated whistleblowing channels are reiterated periodically to our employees, including the employee representatives.

Targets

- To maintain a record zero cases of child labor incidents in the company since 2025.
- To ensure at least 80% of our employees attend the child labor awareness training by 2030.



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- To ensure 100% of our Directors, Senior leaders and HR regularly attend the child labor awareness training by 2030.

6. Forced labor and Human Trafficking

Tong Thai Rubber Group understands that the risk of forced labor in the rubber industry is considered high due to the employment of migrant workers in some rubber producing areas. We strongly oppose forced and trafficked labor and are committed to ensuring that our recruitment, selection, and hiring procedures meet legal standards. We incorporate strict controls to prevent forced labor, debt bondage, and discrimination. When we employ workers from other countries, we do not retain their identification and travel documents. Our workers are free to move in and out of our operational sites.

We do not use third-party recruiters or labor agents and collect no fees from workers. We implement stringent policies and training to identify, report, and address any violations of labor rights and provide remediation programs to support affected individuals if violations are identified.

Targets

- To maintain zero cases of forced labor incidents in the group since 2025.
- To ensure at least 80% of our employees attend the forced labor and human trafficking awareness training by 2030.
- To ensure 100% of our Directors, Senior leaders and HR regularly attend the forced labor and human trafficking awareness training by 2030.

7. Diversity, Equity, and Inclusion (DEI)

At Tong Thai Rubber Group, we recognize the importance of Diversity, Equity and Inclusion (DEI) as essential pillar for fostering innovation and driving the group success. We strive to build an equitable and inclusive workplace that values diversity and ensures equal opportunities for all, regardless of race, gender, religion, physical disability, or other protected characteristics.

Our group hires, promotes, and provides equal pay and opportunities to employees based on merit without any form of discrimination. Similarly, any form of harassment, including verbal, physical, or psychological, is strictly not tolerated. We commit to implementing robust policies and mechanism to address and resolve any concerns or complaints promptly and confidentiality. All employees are trained on DEI principles as well as non-discrimination and harassment policies regularly.

Targets

- To ensure at least 80% of our employees attend the diversity and inclusion awareness training by 2030.
- To increase the percentage of female representative in managerial positions to 50% by 2030.
- To increase the gender balance of at least 50% females in our workforce by 2030.



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Responsibilities

1. Human Resource Officer

The Human Resource Officer is responsible for overseeing the effective implementation of this labor and human rights policy, periodically reviewing and updating it to ensure its relevance, and providing adequate resources to support all teams in understanding and applying labor and human rights practices across operations.

2. Employees

All employees are responsible for adhering to the principles and requirements outlined in the labor and human rights policy. This includes complying with established procedures for health, safety, and wellbeing, promoting a fair and inclusive workplace, upholding freedom of association, respecting human rights, and ensuring non-discrimination and harassment.

Communication of Policy

The policy is introduced during the onboarding process for new staff and shared via hardcopy or email. Updates or amendments to the policy are to be communicated through announcement or email to all full-time, part-time, and contractual employees. An annual refresher course is conducted for all employees to reinforce the organization's commitment to ethics and the principles outlined in this policy.

Review of Policy

The group will review this policy to evaluate its relevance every 2 years, to monitor compliance and to drive continuous improvement. Tong Thai Rubber Group welcomes feedback and encourages dialogue with any interested party. We ensure the organization remains at the forefront of all labor and human rights practices.

Sanctions

Tong Thai Rubber Group takes this policy very seriously. We expect all employees and suppliers to abide by the principles laid out in this policy. Failure to comply with this policy may result in disciplinary action, up to and including termination of employment.

We encourage all stakeholders to report any potential or actual infringements of this policy at the soonest. Any potential or actual infringements may be reported to feedback@tongthai.co.th. All reports are treated with the utmost confidentiality. While it is helpful for follow-up if you identify yourself, you have the option to make anonymous report to the helpline +66 9 1889 2288, within the limit of the law. Concerns should be raised in good faith, meaning you are making genuine effort to provide accurate and honest information. Tong Thai Rubber Group has a strict no-retaliation policy for individuals who report concerns or participate in investigations. Any employee found to be engaging in retaliation will face disciplinary action.



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Signature

A handwritten signature in blue ink, appearing to read 'Shi Ching Chien'.

General Manager of
Tong Thai Rubber Group
Ms. Shi Ching Chien
Date: 10/01/2025