

## **Human Rights Policy and Social Accountability**

This policy is issued to make confidence that all merchandises of Chotiwat Manufacturing Public Co., Ltd. Company are produced by lawful labours according to Human Rights Principle. The Company attempts to launch this policy corresponding with the basic human rights and comply to Thai reputations and customer's social ethical requirements.

Therefore, in order to establish common understandings, the company announces the policy as follows;

1. Commit to human rights principles that shall not engage in or support the use of child labour, forced or compulsory labour including prison labour.
2. Provide and monitor safety and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of associated with or occurring in the course of work.
3. Respect the right and effectively inform personnel that they are free to join a worker organization of their choosing without any negative consequences or retaliation from the organization.
4. Not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.
5. Treat all personnel with dignity and respect. The organization shall not engage in or tolerate the use of corporal punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed.
6. Comply with applicable laws and industry standards on working hours and public holidays. The normal work week, not including overtime, shall be defined by local law and customer requirements.
7. Respect the right of personnel to living wage and ensure that wages for a normal work week shall always meet at least legal or industry minimum standards.
8. Formalize the human resource management policy and guidance, also encourage employees to achieve a good work and life balance to employee under human rights, social responsibility and must comply with all related local laws.
9. Define the procurement practice to engage in suppliers and service providers for human rights and social responsibility must comply with all related local laws.

10. Provide the grievance mechanisms related to fundamental human, labor rights health and safety by the channels to inform are easy and effective in safeguarding to ensure wellbeing improving system for the workers and develop communication protocols on progress of grievance resolutions or remediation actions. CMC protects the complainant whereby he/she can choose not to reveal himself/herself and shall not act in a manner that deemed unjust to the whistle blower, whether in terms of changing job position, nature of work, job location, job suspension, threatening, termination of employment or any other acts that are unjust to the whistle blower or the person cooperating in finding facts.
11. Disseminate and communicate the understanding Human Rights Policy, Social accountability requirements, procedure and compliance to employees and related outsiders and provide opportunity to related persons to review the guideline.
12. Regularly review its policy statement, policies and procedures implementing, in order to continually improve.
13. Conduct the business following good governance, ethical and social accountability.