

STP&I Public Company Limited

Policy on Child Labor and Modern Slavery

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Introduction:

STP&I Public Company Limited is committed to upholding ethical practices and ensuring the well-being of all individuals involved in our operations. This policy aims to the prohibition of child labor and modern slavery revolve around the protection of vulnerable individuals, particularly children, from exploitation and the violation of their basic human rights, aligning with the laws and regulations set forth by the Thai government including the United Nations Convention on the Rights of the Child and the International Labor Organization (ILO) conventions.

Definitions:

- Child Labor: Any form of work that deprives children of their childhood, interferes with their ability to attend regular schooling, and is mentally, physically, socially, or morally harmful.
- Modern Slavery: Any situation of exploitation that a person cannot refuse or leave due to threats, violence, coercion, deception, or abuse of power.
- Legal Compliance: Our company fully complies with Thai labor laws and regulations pertaining to child labor and modern slavery, including but not limited to the Factory Act B.E. 2535, the Labor Protection Act B.E. 2541, and the Anti-Trafficking in Persons Act B.E. 2551.

Prohibition of Child Labor and Modern Slavery

- 1) Our company strictly prohibits the employment of individuals below the minimum legal age of children below 18 years or work as defined by Thai law.
- 2) We prohibit any form of human rights violation, forced labor, human exploitation and trafficking, or modern slavery within our operations which are;
 - Human Rights Violation: Labor shall not involve in the violation of fundamental human rights, including the right to freedom, education, health, and protection from exploitation.
 - Exploitation and Trafficking: Labor shall not been link to human exploitation, trafficking and forced labor into various forms of labor or sexual exploitation.
 - Health and Safety Consequences: Labor shall work under safe working environment with adequate of person protection equipment.

Communication and Reporting

- 1) This policy will be communicated to all employees, suppliers, subcontractors, and business partners associated with our company.
- 2) Our company will establish effective channels of communication for employees to report any concerns related to child labor or modern slavery anonymously and without fear of retaliation.

Monitoring and Enforcement:

- 1) Our company will verify the age of all employees through reliable and legally compliant means.
- 2) We will require our suppliers and subcontractors to adhere to our child labor and modern slavery policies and conduct regular audits to ensure compliance.
- 3) Non-compliance with this policy may result in disciplinary actions, including termination of employment or termination of business relationships.

Continuous Improvement

- 1) We are committed to continuously improving our practices to prevent child labor and modern slavery.
- 2) Our company will stay updated on relevant laws, regulations, and best practices, making necessary adjustments to this policy when required.

Conclusion

By implementing and adhering to this policy, our company aims to create a safe and ethical work environment, free from child labor and modern slavery. We believe that responsible business practices are essential for the sustainable development of our industry and society.

STP&I Public Company Limited

1 April 2023