

Human Rights Policy

Siam Global House Public Company Limited and subsidiaries (the company) recognizes the corporate responsibility to respect human rights and related to all stakeholders such as customers, employees, partners, creditors, communities involved in business operation of the company. The company determines Human rights policy in accordance with national laws and international standard such as UN Guiding Principles on Business and Human Rights: UNGPs, to be a guideline across the organization regard as responsibility of directors, executives, and all employees to be acknowledged and comply, the compliance guidelines to stakeholders as follow;

Customers

- Treat all customers equally politely without discrimination, no restrictions on race, skin color, gender, Language, region, politic, education and social status.
- Service all customers fairly include selling process since giving completely and correctly information, and after-sales service to ensure that customers will get quality products with good services as well as responding their requirements.
- Respect rights of Data subject and protect customer's personal data by information security and strictly follows the relevant laws.
- Provide complaint or suggestions submission channels with appropriate complaint management including treatment procedure in case of human right infringement.

Employees

- Non-discrimination in recruitment based on any ground such as age, gender, nationality, disability, region, social status, LGBT gender, sexual orientation by considering from abilities and required qualifications according to the vacancy.
- Strictly comply with the relevant labor laws by the company shall not support the forced labor, child labor hiring. Regarding Layoff, the company shall follow the regulations and laws for compensation payment and give notice to an employee prior to layoff.
- Promote to develop knowledges and abilities to cover all employees equally without discrimination by considering the suitable position and career advancement.
- Treat all employees fairly and properly for compensations and welfares without discrimination. Including provide a safe and healthy workplace environment in order to enhance employee's quality of life and be workable without effects to physical health and mental health.

- Promote respectful workplaces, provide preventive measure of harassment and Sexual Assault by any expression manners. In case of harassment or Sexual Assault, the company shall strictly conduct according to the company's regulations.
- Respect rights of Data Subject and protect employee's individual personal data by information security and strictly follows the relevant laws.
- Provide complaint or suggestions submission channels with appropriate complaint management including treatment procedure in case of human right infringement.

Partners and Creditors

- Non-discrimination by giving a chance to all partners equally for presenting products and services.
- Perform to all partners and creditors equally and fairly according to their contracts and conditions, and based on receiving benefits fairly to both sides.
- Support all partners to operate it business based on integrity, transparency, ethic and strictly comply with international standard regarding labor rights inclusive of labor protection, do not use child labor and no forced labor.
- Non-disclosure the information of partners or creditors to other partners or irrelevant persons including Non-Infringement of Intellectual Property Rights of partners or creditors.

Shareholders

- Disclose actually Performance and significant information correctly, completely on time for all shareholders to be acknowledged.
- Promote the possession by support and facilitate in the shareholder's meeting and also giving a chance to propose the agenda, ask questions related to operation, other suggestions and the voting, etc.
- Be Careful and not commit any acts that violate and/or deprive shareholders' rights.
- Provide Investor relations department to be communication channel for shareholders and general investors.

Communities involved in business operation

- Protection anything to ensure that the operation of the company shall not be cause of the Infringement of human rights either directly and indirectly to communities.

The company shall promote and support operations to achieve the intention include monitoring, auditing and risk assessment regarding human rights. The objective for adjustment and determining the appropriate measure to protect and relieve the effect probably occurred.

Mr.Witoon Suriyawanakul
Chief Executive Officer