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Policy on Human Right and Labor Practice of WHA Group

The WHA Group is composed of the following four main of business hubs: Logistics, Industrial Development, Utilities and Power and Digital Platform. The WHA Group recognizes and respects human rights, human dignity, freedom and individual equality. Therefore, the WHA Group is declaring this human rights policy to ensure responsible operations, compliance with the law and implementation of international principles on human rights such as the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), including the International Labour Organization's Declaration on Fundamental Principles and Rights at Work as human rights management practice guidelines under the same standard in the entire organization. In addition, this policy's announcement is to participate in the management of potential human rights effects in the WHA Group's entire value chain.

Scope

This human rights policy covers all operations of the WHA Group, subsidiaries and joint ventures, including activities of employees and business partners.

Practice Guidelines

1. Practice Guidelines on Use of Forced Labour

The WHA Group will not use or support the use of any form of forced labour. Furthermore, the WHA Group will not demand or accept bond money, identification cards or any personal documents from employees when employees apply for work, or are hired to work, or as a condition for admission to work, unless exempt by law. Furthermore, the WHA Group will not use physical punishments or threats of violence or other forms of physical, sexual, psychological or verbal oppression as disciplinary or control measures.

2. Practice Guidelines on Use of Child Labour

The WHA Group will not hire or support the hiring of children under 15 years of age. Furthermore, the WHA Group will not order or support child labour to perform unhealthy work or be in an environment with potential danger for health, hygiene and safety.

3. Practice Guidelines on Use of Female Labour

The WHA Group will not allow female employees to perform work that is hazardous to health or bodies pursuant to the law. In addition, the WHA Group will arrange for pregnant employees to work or be in environments that are not hazardous for health and are safe for pregnancy. Moreover, the WHA Group will not dismiss, demote or reduce the privileges of female employees due to pregnancy.

4. Practice Guidelines on Use of Legal Migrant Workers

The WHA Group engages in ethical and responsible business practices, particularly in the hiring of migrant workers by the WHA Group and business partners pursuant to the law in terms of employment contracts, migrant workers' work permits, wages and safe working conditions to improve the competitive capacity of business partners and the WHA Group for sustainable growth together.

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5. Practice Guidelines on Segregation or Discrimination

The WHA Group will not discriminate or support discrimination in hiring, payment of wages and returns for work, benefits, training and development opportunities, consideration for promotion or positions and duties, termination of employment or retirement. Furthermore, the WHA Group will not interfere, obstruct or perform any actions that would affect the activities, rights or work methods of employees for reasons involving differences in citizenship, religion, language, age, gender, marital status, personal attitude about the issue of gender, disability, membership in labour unions, status as an employee director, support for political parties or other personal concepts.

- 6. Practice Guidelines in the Area of Freedom of Association and Collective Negotiation** The WHA Group will respect the rights of employees and offer freedom to participate or not participate in associations, unions and federations, or to form groups for negotiations. Furthermore, the WHA Group will not obstruct the operations of labour unions or labour federations or obstruct the exercising of employees' rights as a labour union member. Furthermore, the WHA Group will facilitate and treat that representative equally when compared to other employees.

7. Practice Guidelines for Work Environment and Workers' Quality of Life

The WHA Group is determined to have all employees in the WHA Group perform work meeting standards while supporting appropriate hiring conditions for employees in addition to providing safe work environments for employees to have good quality of life and be able to work without impact on physical and mental health. Moreover, the WHA Group pays attention to high occupational health and safety standards with dedication to the prevention of work-related accidents, injuries and symptoms of illness under protection and fair treatment based on social norms and pursuant to articles of labour laws on labour protection, labour benefits, labour relations, occupational safety and work environment along with associated regulations with regular reviews, improvements and appropriate modifications.

8. Practice Guidelines for Responsibilities in Providing Care for Workers Related to Sexual Threats and/or Harassment

The WHA Group supports working conditions that respect one another and has measures to prevent the WHA Group's employees from being sexually threatened and harassed through verbal expressions, gestures, physical contact or by other methods including violence against women. If hired workers are sexually threatened and/or harassed, the WHA Group will consider strict disciplinary actions against persons who violated the Company's work regulations.

9. Practice Guidelines for Remuneration

The WHA Group will pay wages and returns for work or overtime wages to employees at an amount no less than legal requirements and the WHA Group will allow employees to learn information on wages and all wages for work in each installment in writing in order to be able to understand all information and components including compensation and benefits due to employees under the law.

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10. Practice Guidelines on Working Hours

The WHA Group will not have employees work for longer than prescribed by the law, including overtime work and holiday work by having clear specifications on normal working hours, starting and ending time of employees' work without exceeding working hours for each type of work specified by the law. In addition, the WHA Group requires breaks during work and lunch breaks along with leave rights, vacations and other benefits for employees pursuant to the law.

11. Practice Guidelines on Termination of Employment and Compensation Payments

The WHA Group complies with the Labour Protection Act, B.E. 2541 (A.D. 1998), which prescribes the duties of the employer and employee rights in cases involving termination of employment based on principles under the International Labour Organization conventions as follows:

- The WHA Group will not terminate employment of employees without appropriate cause related to employees' competence or behaviors.
- Employees will be given notice before termination of employment or proper compensation pursuant to labour laws unless employees committed severe crimes.

12. Practice Guidelines for Business Partners and Contractors in the Supply Chain

The WHA Group supports compliance with principles on human rights with business partners including trading partners and contractors covering no involvement with violations and potential effects on human rights. In order for the business operations of all trading partners and contractors to be based on respect for human rights, trading partners and contractors must strictly comply with the WHA Group's policies and practice guidelines in the area of human rights. The WHA Group has the following practice guidelines:

- Operate business based on accuracy, honesty, transparency and ethics.
- Strict compliance with the law and international standards in the area of labour rights including protections for non-forced labour and specification of fair working hours and wages.
- Respect for individual equality and avoidance of discrimination and any actions in hiring to create inequality in the areas of age, ethnicity, nationality, religion, disability, gender and sexual preference.
- Membership in labour unions and political interests.
- The WHA Group supports good hiring conditions for employees including maintenance of safe work environments and
- Compliance with the law and associated rules and regulations in the area of the environment to enable business operations of all trading partners and contractors to be able to control and prevent environmental effects caused by business operations.

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The WHA Group will continually audit business partners and contractors in order to assess potential effects in the area of human rights using trading partner risk assessment forms, field surveys without advanced notice and reports in the WHA Group's complaint channels, etc.

The aforementioned policy on human right and labor practice are an important foundation for employees at all levels to acknowledge and understand. Therefore, the WHA Group is determined to communicate this policy and the policy's ideals to all employees, trading partners and contractors of the WHA Group through the following processes:

- Employee orientation
- Communication via the organization's executives
- Communication through the Human Resources Department via the WHA Group's intranet and website information channels
- Communication via associated agencies that have business operations with the WHA Group's business partners and contractors

This policy was consider and approved by the Board of Directors' Meeting No. 5/2020 which was held on 15 May 2020.

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(Ms. Jareeporn Jarukornsakul)

Chairman of the Board of Directors and Group Chief Executive Officer