

Human Rights Policy

Mc Group Public Company Limited

Effective on February 13, 2024

Mc Group Public Company Limited

Human Rights Policy

1. Introduction

Mc Group Public Company Limited ("the Company") operates its business ethically, adhering to its responsibility toward society and all stakeholders under good corporate governance principles. The Company particularly supports and complies with the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGP), and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO). This Human Rights Policy has been established accordingly.

2. Definitions

Human Rights refer to the inherent rights of every individual, regardless of physical or mental differences, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other legal considerations of each country and treaties the country is obligated to follow. Human rights include the right to life, liberty, freedom from slavery and torture, freedom of opinion and association, the right to work, education, and others. All humans have these rights equally, without discrimination.

Discrimination means treating individuals unequally by imposing more burdens or withholding equal benefits, instead of treating them fairly based on their inherent rights. Discrimination may include harassment, which refers to unwanted remarks or actions that are generally regarded as inappropriate or offensive in interactions. Non-sexual harassment may involve group defamation and bullying, while sexual harassment involves elements of a sexual nature.

3. Human Rights Policy

1. Respect human rights and treat all stakeholders, including employees, customers, and partners, with respect and equality, without discrimination based on physical or mental differences, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other criteria.
2. Exercise caution in performing duties to prevent the risk of human rights violations in business operations, ensuring oversight of human rights respect.
3. Conduct business in compliance with human rights, labor laws, and international labor standards, including fair working hours and compensation. The Company also prevents illegal labor practices, such as child labor, forced labor, human trafficking, and other illegal labor within

- the company and throughout the supply chain, adhering to business ethics and clear, fair employment contracts.
4. Promote the protection of human rights by communicating, educating, and setting guidelines for employees and stakeholders in the value chain, including suppliers, contractors, and business partners, to engage in ethical business practices that respect human rights under this policy.
 5. Oversee human rights compliance, not ignoring or neglecting any human rights violations related to the company. Report any potential violations to supervisors or responsible individuals and cooperate in investigating the facts. In case of doubts or inquiries, consult with supervisors or responsible individuals through the designated channels.
 6. The Company will ensure fairness and protection for individuals reporting human rights violations related to the company by implementing protective measures for whistleblowers or those cooperating in reporting violations, as outlined in the company's complaint policy.
 7. The Company will continuously develop and implement human rights due diligence processes to identify and assess human rights risks and violations. It will identify affected groups or individuals, plan and define corrective and preventive actions, manage human rights violations, and monitor outcomes, ensuring proper remediation measures in cases of human rights violations.
 8. The Company will monitor and follow up on managing and resolving human rights violations through an established review and monitoring process. Additionally, it will support and cooperate in remedying any impacts caused by or related to the company.
 9. The Company is committed to fostering and maintaining a corporate culture that upholds respect for human rights in accordance with this policy.
 10. Individuals found guilty of violating human rights will be subject to disciplinary action according to the company's regulations and may face legal consequences if the violation breaches the law.

Effective from February 13, 2024 onwards.

-Signed by-

(Mrs. Kaisri Nuengsigkapan)
Chairman of the Board of Directors