Human Rights and Labor Practices Policy
Southland Rubber Group

1. Principle
Southland Rubber Group conduct the business by adhering to human rights, respect and good labor practices. We are committed to the continuous improvement of our operation through raising awareness, reviewing, auditing, including holistically managing potential risks of human rights violation and non-compliance of labor practices. The Group is fully aware of its responsibility to uphold and comply with Universal Declaration of Human Rights; UDHR. Therefore, the Group has formulated this policy and operational processes in line with UN Guiding Principles on Business and Human Rights; UNGP. Additionally, we commit to ensure compliance with UN Global Compact with respect to human rights and labor practices and The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

The Group aspires to uphold the dissemination of the knowledge regarding human rights and labor practices among its employees and suppliers including identifying, investigating, and mitigating any actual and potential risks with human rights violation and non-compliance of labor practices.

2. Scope
This policy is applicable to Southland Rubber Group with the aim of expressing our commitment to conduct the business in an ethical manner, adhering to human rights, labor practices, and the Group’s Code of Conduct.

3. Guidelines
To uphold and incorporate human rights, respect and good labor practices into our corporate culture throughout the organization, and to ensure that all employees and suppliers are equitably protected and treated in terms of basic rights. The Group has therefore outlined the following guidelines for human rights and labor practices.
1. Respect and conform to the company’s rules and regulations as well as to relevant national and international laws:
   - Minimum wages, working hours, and basic welfares
     The company has set wages, working hours, working overtime, and welfares of employees in full compliance with relevant laws. Compensation to employees is made in a fair manner and is subject to local labor market conditions.
   - Labor standards, and occupational health and safety for work
     The company provides a safe working environment and appropriately promotes good health of its employees. The operation regarding occupational H&S is in compliance with relevant laws and regulations, focusing on good working conditions and the reduction of accidents, injuries, and health risk factors.
   - Diversity, no discrimination, and no harassment
     The company attaches importance to diversity in workplace, and workplace with no discrimination and harassment whether they are in relation to races, genders, skin colors, ethnic and social origins, religions, disabilities, sexual orientation, political opinions, and other issues imposed by laws. The company respects the rights of our employees and stakeholders and strives to incorporate fair practices into our business operation.
   - Equitable treatment
     The company treats every one of its employees with respect and in an equitable manner. The recruitment process, determination of compensation, and job promotion must all be proceeded in a transparent, honest, and fair manner.
   - Freedom of association and collective bargaining
     The company respects the rights of its employees in the freedom of association and the rights to select representatives for collective bargaining.
   - Prevention of forced labors and human trafficking
     The company prohibits all forms of forced labors whether they are slave labors, bonded labors, or debt bondage, including all forms of human trafficking.
   - Prevention of child labors
     The company prohibits the employment of young workers whose age do not reach the minimum age for employment. In addition, young workers are prohibited from working in unsafe environment, working overtime, and working on holidays imposed by laws.

2. Promote the quality of working life for all employees and communicate the same practice to suppliers and outsource companies with whom the company has business relations.
3. Follow up, audit, and make risk assessment in regards to human rights and labor practices consistently in order to identify, mitigate, and prevent risks in our business operations across the value chain, and formulate guidelines or measures for compliance to ensure appropriate good governance and risks management in every sector.

4. Promote the communication of knowledge and mutual understanding vis-à-vis human rights and good labor practices via multiple communication channels and programs to ensure the acquisition of the knowledge among related persons, including providing whistleblowing mechanism for employees and stakeholders to share opinion, communicate concerns, and make complaints if they encounter or witness any misconducts or human rights violation.

5. Formulate investigation process and handling process for complaints regarding human rights and labor practices in order to appropriately improve, mitigate, or resolve human rights adverse impacts. Furthermore, the approach for protecting whistleblowers must be in place. The information of whistleblowers must be kept confidential except when the case that the information disclosure is required by laws.

The company’s commitment to human rights respect and labor practices are clearly reflected in its various crucial management policies listed as follows:

- Business Code of Conduct
- Supplier Code of Conduct
- Sustainability Policy
- Sustainable Procurement Policy
- Occupational Health & Safety Policy
- Environmental Policy
- Security Information Technology Policy
- Anti-corruption Policy
- Whistleblowing Policy

This policy is to be communicated throughout the company and also to its stakeholders. The company shall review the policy on a regular basis and raise awareness among its employees in order to continuously improve and enhance practices concerning human rights and labors in an effective way.

Mr. Pherm Tirasarnvong
Managing Director
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