



Human Rights and Labor Treatment Policy (2021 Revised Version)

Rational

The Company fully realizes that human rights is an equal basic rights and dignity of every individual regardless of race, nationality, religion, gender, age, educational background, vulnerability, disability or disadvantaged; they shall receive payment based on equal opportunity. The Company never involves in any violation of human rights. It pays great respect for law, culture, tradition, and international human rights, especially supports and adheres to the United Nations Global Compact: UNGC, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

To ensure the Company's business is free from human rights violation, the Board institutes the policy and guidelines concerning human rights aiming at protecting human rights from any violation stemming from every direct activity of the Company and its business partner in business value chain, joint venture, hence, supplier and contractor.

Scope of Application

This policy shall be applied to every business operation of the Siam Steel Service Center Public Company Limited, its subsidiaries, business partners for the promotion of cooperation among those involve in the supply chain who have given priority to respect for human rights.

Definition of Terms in the Human Rights Policy

Human rights are rights inherent to all human beings, regardless of physical and mental conditions, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, educational background, social status, culture, tradition, and other matters according to the law of respective country as well as treaties to which each country is committed to perform. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of expression and association, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Policy

Every director, executive, and employee shall recognize the respect for human rights and press priority on human dignity, liberty, and equality as well as acts in compliance with related international laws and principles. This is to ensure all business activities of the Company and its stakeholders in the value chain are human rights violation free. The Company encourages its trade partner and business associate to apply this policy to their business operation with respect for human rights. It is stated in the policy that:

1. The Company treats all employees equally and impartially without discrimination against origin of birth, race, gender, age, skin color, religion, disability, disadvantaged, family status, education, or any other status not directly related to work operation.
2. Every employee has equal opportunity to work; receive wages, compensation, welfare; career advancement; fringe benefits according to the Company's rules, regulations, articles of association, and orders.
3. The Company has an intension to foster and promote basic human rights in an applicable manner which is stipulated as Company's policy.
4. The Company firmly adheres to the human rights principles, trainings are provided for employees to be able to apply the principles to their actual work and not take part in any activity that would violate human rights.



5. The Company safeguards personal information of employees as confidential; distributing, revealing, transferring of such information to irrelevant person without permission is prohibited.
6. Any sexual harassment either against the Company's employees or others having business with the Company is prohibited, this includes verbal and physical sexual abuse, courtship, obscenity, indecency, acquiring pornography.
7. In all cases, the Company will not have relationship with any office, organization or person that violates human rights or commits human trafficking.
8. The Company accepts social, environmental, legal, cultural diversities; ability to communicate; experiences; training; educational background; disability; etc.
9. The Company assures the aforesaid rights of stakeholders and customers are guaranteed and protected.

Guidelines

To promote respect for human rights and labor rights at work, and to ensure every employee and stakeholder of all groups is protected and respected equally and fairly, the following guidelines are defined thereof.

1. Pay respect to human rights, treat each other with respect and honor on equality basis regardless of physical and mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition, or any other.
2. Use caution when performing task and monitor human rights related matters so as to prevent any human rights violation risk stemming from business operation.
3. Foster activities to protect human rights.
4. Communicate, disseminate information to cultivate knowledge and understanding; set guidelines; and give support to business partner in business value chain, supplier, contractor, and joint venture; for cooperation in a fair business operation with respect for human rights and treat every other according to this policy guidelines.
5. Oversee and monitor matter relating to respect for human rights, neither ignore nor overlook whenever find action considered human rights violation relating to the Company. Such person must report to supervisor or person in charge and cooperate in the investigation of truth. In case of any doubt, consult supervisor or person in charge via assigned channel.
6. The Company treats and protects any whistleblower who reports matter of human rights violation relating to the Company by implementing protection measures for whistleblower or informant as stipulated in the Company's Whistleblower Protection Policy.
7. In the case of human rights violation, the Company shall continuously develop and implement the due diligence process of human rights so as to identify and assess risk and its impact for according mitigation and protection measures and plan as well as monitoring and evaluation.
8. The Company shall track and monitor the operation to resolve the human rights violation following the tracking and monitoring process as well as providing support and cooperation to mitigate any impact stemming from or relating to the Company.
9. The Company is committed to create and maintain corporate culture with respect for human rights as stipulated by this policy.
10. Whoever violates human rights shall be deemed acting against the Company's Code of Conduct and shall face disciplinary action and may be subject to legal punishment if the act is against the law.