



Human Rights and Labor Practices Policy

Siam Makro Public Limited Company

Principle

Siam Makro Public Limited Company (the “Company”) is ideally committed to respecting fundamental human rights and labor practices with continuous efforts to operate the business sustainably. The company aims to raise awareness, monitor, and manage risks associated with human rights issues that may arise from business activities and relationships.

The company upholds and respects fundamental human rights and has developed a policy and approach to doing business in accordance with the UN Guiding Principles on Business and Human Rights (UNGPR) and the UN Global Compact in the areas of human rights (Principle 1 and 2) and labor practices (Principle 3, 4, 5 and 6) including the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

The Company encourages our suppliers and stakeholders to respect human rights and seeks cooperation with our business partners to identify, prevent, and mitigate adverse impacts of human rights abuses while fostering public awareness of human rights issues throughout the communities where we operate.

Scope

This policy applies to the business operations of Siam Makro Public Limited Company and its subsidiaries to exhibit the determination in carrying out the business justly.

Definition

- *Company* means company under Siam Makro Group.
- *Subsidiaries* means companies that the company has more than 50 percent shareholding or has authority in management.
- *Employees* means employees and workers at all levels of the Company.
- *Business partners* means significant organizations or group of persons who agree to work together with the Company to achieve a shared goal or to improve operational performance. The partnership is formed on a formal basis to assist in moving towards a shared goal or objective, e.g., to achieve a strategic objective or to deliver specific products that have been identified by the Company as important.

Guidelines

To support “Protect, Respect and Remedy” framework for human rights and labor practices throughout the organization as well as to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental rights equally and fairly, the Company commits to the following practices:

- Strictly comply with the Company’s regulations and Code of Conduct as well as local and international laws related to human rights and labor practices

- Regularly conduct robust Human Rights Due Diligence including, monitor and assess risks and impacts on human rights as well as providing appropriate risk management guidelines or control measures, of which all business units are in charge to ensure that risk management is fully implemented in their area(s) of responsibility
- To educate our employees on human rights; the company ensures the fostering of proactive two-way communication amongst employees to promote greater awareness, knowledge and understanding of their role in respecting human rights, introducing grievance mechanisms for employees and stakeholders to raise concerns, make complaints or identify adverse human rights impacts in case of human rights violations.
- Establish procedures for investigating allegations of human rights abuses and violations upon receiving grievance reports from employees and/or stakeholders, as well as report to top management to pursue effective solutions to mitigate any adverse human rights impacts.
- To encourage employee participation in raising concerns and submitting complaints on any possible cases of human rights violation that may arise, the company is keen on establishing channels of communication to carry out such report (whistle blowing). Secured mechanisms and appropriate measures will be enacted to ensure that confidentiality on the complainants (whistle blower) and the information provided are maintained except if the disclosure is required by law.

In this regard, the Company's commitment to respect human rights has been explicitly reflected through the key corporate policies as follows:

- Corporate Governance Policy
- Code of Conduct
- Anti – Corruption Policy
- Corporate Social Responsibilities Policy
- Safety, Health and Environment Policy
- Sustainable Sourcing Policy and Supplier Guiding Principle

This policy implementation is consistent with the intent of the Company based on the core philosophy “3-Benefit to Sustainability (for the Country, People and Company)” that employees are treated with fairness, dignity, respect and equal opportunity along with ensuring community and social responsibility on the basis of safety and good quality of life. This includes encouraging business partners to grow responsibly together and respect the fundamental human rights of all stakeholders equally in accordance with the international practice for corporate social responsibility towards sustainable growth.

Effective from 1st October 2017 onwards.



(Mrs. Suchada Ithijarakul)

Group Chief Executive Officer – Siam Makro