

 SUTHA	Golden Lime Public Company Limited			
	Human Rights Assessment Checklist	Document No.	Revision	Human Rights Policy
		CS20211201/WI_FM	Rev.1 Date 21/4/2026	CS20211201_EN  Scan the QR to download

Rationale

Golden Lime Public Company Limited (“SUTHA”) has established human rights due diligence process (HRDD) to identify, prevent, and address any human rights impacts that may arise from business operations, adhering to the United Nations Guiding Principles on Business and Human Rights and the National Human Rights Commission. All businesses associated with Golden Lime Public Company Limited are expected to comply with the Company's Human Rights Policy.

Objective

This Human Rights Assessment Checklist within the HRDD process aims to achieve the following objectives:

1. To assist executives at Golden Lime Public Company Limited and its subsidiaries in recognizing human rights risks within their business operations by utilizing a checklist to evaluate activities throughout the supply chain.
2. To raise awareness of human rights and to encourage the protection, respect, and remedy of human rights for stakeholders both within and outside the organization.
3. To identify and tackle human rights risks from the beginning. Recognized risks act as warnings to avoid actions that may violate human rights principles. In instances of violations, the Company should mitigate the effects, preferably by engaging the victims and relevant stakeholders in the resolution process.

This assessment form is part of the Comprehensive Human Rights Due Diligence (HRDD) process , which has been compiled based on various issues that may be human rights risks related to the business operations throughout the value chain of the Group (the assessment list covers the identification of Vulnerable Groups that are consistent with the Company's business operations, covering human rights operations towards women, children, indigenous people, migrant workers, and people with disabilities).

Human rights risks	
1	Construction or expansion of plant/operation area/business expansion/mergers and acquisitions
2	human rights risks to employees
3	human rights risks to contractors
4	human rights risks to local communities and societies near operational zones
5	human rights risks to customers and consumers
6	human rights risks to other organizations we collaborate with
7	human rights risks associated with the employment of migrant workers
8	human rights risks to temporary workers

Instruction

The individual overseeing the stakeholder group or managing the Human Rights Due Diligence (HRDD) process can use this form to identify potential human rights risks. Additionally, the company's main business partners may also use this form or elements from it, along with other resources like the Supplier Code of Conduct Assessment, to raise awareness of human rights issues. However, using this checklist may not be necessary in all situations, such as when there is no migrant workers involved.

To apply for this form

The purpose of this assessment is to assist executives in recognizing human rights-related risks that may emerge from their business operations. The subsequent questions are designed to pinpoint various risk factors.

- Low risk activities mean that the activity has a low human rights risk and the company may not need to do anything additional or may only need to rely on limited or reactive management (Response action) to mitigate or manage that risk.

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- High risk activities mean activities that the Company may need to study or implement additionally to mitigate the risk. In the case of high risk activities, the Company may consider implementing one or more of the following methods:

If high-risk activities are found, the company must study or take additional actions to mitigate those risks as follows:

(1) low	2 (moderate)	3 (high)	4 (very high)
Comply with the contents presented in that checklist question (or stop doing so, as appropriate).	Find out more about the issue before deciding what to do.	Contact an external or internal expert on the appropriate course of action for your particular situation.	Consult with external individuals or external organizations about additional activities to be carried out .
For example For example, in the contractor area, one question asks, " Has the contractor received the necessary training, including on safety issues, and is provided with personal protective equipment?" If the question is " no ," the project manager or site supervisor should address this risk by requiring that the contractor receive such training, in addition to following other recommendations.	For example, when considering new construction or expansion of an existing factory, one question asks, " Are there people living / homeless /nomads within the construction area ? " If the answer is " Yes, " the team will need to find out more about their rights and how the delineation of the area might impact the factory before moving forward with the project.	For example, on the issue of child labor, one question asks, " Are there procedures in place to eliminate child labor if underage (under 18 years of age)? " If the answer is " No, " managers may need to consult with experts in the field to develop appropriate company policies that address issues of access to education and compensation for lost income for children's families.	For example, on the issue of migrant workers, one question asks, " Is the factory prohibited from using subagents ? " If the answer is " no ," then the manager should consult with the company or recruitment agency to ensure that there are mechanisms in place to prevent the risk of migrant workers becoming forced labor. The factory may even hire an outside company to verify that these mechanisms are working.

Model , process, assessment and summary measures

The assessor evaluates the event by examining it in relation to the questions posed, using the answers to determine if there is a human rights risk associated with each topic. If a risk is identified, mark the assessment result as "Yes" and evaluate the severity of that risk. If no risk is found, mark the result as "No" without specifying the severity level or management measures.

Impact Assessment/Review		Examples of action measures
Risk Assessment ☐ Yes ☐ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved Others, please specify the measures taken or edited as what was implemented.

(1) Construction or expansion of factory/operation area/business expansion/merger (total 11 items)		
Assessor Department/Project Reviewed by	Ms. Nisachon Peungsujarit Human Resources Department Ms. Thidarat Sihawanlop Office Administration Senior Manager and Company Secretary	Date of reviewed 21/04/2026
☒ Golden Lime PLC ☒ Thai Marble Corp. Ltd. ☒ Golden Lime Engineering Co., Ltd.		
☒ All branches of operation, ☐ construction period, ☐ factory expansion ☐ business expansion ☐ merger and acquisition		
A business's success relies on securing a "License to Operate" from local communities and complying with government regulations. The company values community as a key stakeholder and avoids actions that could harm the community. It engages in local development, acknowledging unique regional risks and challenges. Core principles include assessing human rights risks, community engagement, and implementing strategies to mitigate impacts.		

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Land Management: the company should examine land holding documents going back far enough to know how the land was used prior to answering the following questions.

1. Are there any inhabitants in the project area? (in case of expansion – are there any inhabitant in the previous project area?)

Assessment For an expansion project at a factory that does not have permanent residents but employs production workers around the clock, the original production area will continue to operate 24/7. If construction occurs in the expansion area, the contractor may hire workers who will temporarily stay in a designated area provided by the company. Access to the factory will be restricted to ensure that unauthorized individuals cannot enter the premises.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. Are there any conflicts of interests leading to negative impact to land owners? (in case of expansion – are there any conflict of interest in the previous area?)

Assessment The company has never encountered any conflicts of interest concerning land in its previous investment projects.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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3. Do the habitants need to move out from the construction area? (in case of expansion – do the habitant need to move out from a previous construction area?)

Assessment The company has never encountered any cases or disputes in its past land investment projects that required original residents to vacate the company's property.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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4. Do the homeless people have the right to pass the project area or to access the project area to harvest resources?

Assessment Invest in projects related to land development, factory expansion, or initiatives in areas had no transient or resident nomadic populations.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Water Quality, Equality and Accessibility

5. Is there a possibility that the Company's construction or operations could adversely affect water accessibility for local communities?

Assessment The company obtains its water from authorized groundwater wells located within the area. Each area will have its own permitted wells, ensuring that the water source does not impact the surrounding community. Additionally, the company recirculates water used in its processes back to a natural pond for sedimentation and reuse, ensuring that wastewater drainage does not affect the local community.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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6. Does the Company's construction or operation have the potential to create negative impacts to resources accessibility by the local communities?

Assessment The land used for the company's investment project in the past is owned by the company, and there are no resources such as water sources being utilized.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Cultural Impacts

7. Does the land hold cultural importance for the local community? This could include aspects such as religious, artistic, historical, or architectural value, as well as its closeness to conservation areas, World Heritage Sites, or sites dedicated to cultural or environmental preservation.

Assessment The Company and its subsidiaries operate five main factories, one of which is situated near a world heritage site. However, it is not directly adjacent to or within a significant distance from the site, ensuring that business operations do not impact the conservation area.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Security Management : The Company should verify the background of the security firm to hire for the construction site or any factory location before addressing the upcoming questions.

8. Are the company's security personnel trained on the scope of their duties, respect for human rights, and the use of force?

Assessment Security personnel have undergone training.

Risk Assessment ☒ Yes ☐ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Environment

9. Does the utilization of local natural resources adversely affect the accessibility or use of these resources by the communities?

Assessment The primary natural resources utilized by the Company include limestone, calcite, dolomite, coal, and groundwater. These minerals are sourced from operations that require appropriate permits. The Company does not exploit community resources. However, in compliance with regulations for limestone mining, the Company has implemented measures to contribute to community welfare by allocating funds for various initiatives, such as environmental restoration, health monitoring, and village development around the mining area. Additionally, the Company pays benefits and royalties to government entities as mandated by mining regulations. Assessments of minerals sourced from other operators, as well as evaluations of water resources and other public utilities, have shown no negative impacts on community resources.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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10. Does the Company's activities disrupt local farming, wildlife, or fishing? Is there a possibility that they will impact the surrounding ecosystem or environment by introducing additional pollutants or toxins?

Assessment The Company and its subsidiaries operate five main factories, two of which are situated near agricultural land. These plants do not border fishing areas and are free from pollution or toxins that could harm agriculture. The primary products produced by the Company include lime, dolime, and calcium carbonate, all of which are natural minerals rich in calcium and magnesium. These elements are beneficial for plant growth, and lime, in particular, can help neutralize acidic soil caused by chemical fertilizers. Consequently, the Company's operations do not negatively impact the agricultural sector. Additionally, the products can be utilized in agricultural practices, such as improving water conditions in fisheries and aquaculture, disinfecting livestock farms, serving as ingredients in animal feed, and restoring acidic soil conditions.

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Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Violation

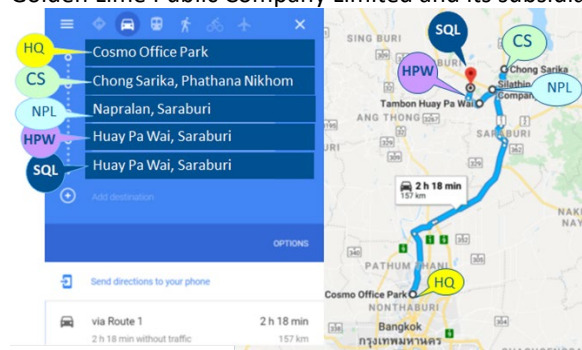
11. Does local authority or corporate construction functions create negative impacts as described above or any other human rights impacts?

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ Follow this, ☐ contact an expert. ☐ Find out more first, ☐ get the community involved
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Photos explaining the comprehensive assessments outcomes

The HQ and operation sites as of **December 31, 2025** (excluding pre-construction and expansion phases)

Golden Lime Public Company Limited and its subsidiary, Golden Lime Engineering Company Limited.



Thai Marble Corporation (A subsidiary)



The main office and branch locations are closed areas. There is no development taking place on the empty land. No homeless individuals are coming into the area.

(2) Human Rights Risks to Employees (20 Items)

Assessor	Ms. Nisachon Peungsujarit	Date of reviewed
Department/Project	Human Resources Department	21/04/2026
Reviewed by	Ms. Thidarat Sihawanlop Office Administration Senior Manager and Company Secretary	

☒ Golden Lime (Public Company) ☒ Thai Marble Company Limited ☒ Golden Lime Engineering Company Limited

Employment :

1. Do employees understand their pay and compensation terms?

Assessment Yes, they are indeed aware of their wage rate and review the payment slip issued by the company for each transaction to ensure its accuracy.

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Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. Does the Company provide a written employment contract? Do employees understand regulations and contract term in the employment contract?
- Assessment Yes, All employees are required to sign an employment contract outlining the terms and conditions. Additionally, employees must sign a consent form for the collection, processing, disclosure, or transfer of their personal data, which includes assessments and related documents as per the company's human resources system.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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3. Does the Company pay overtime under legal rate to employees?
- Assessment yes

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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4. Does the company provide a safe working environment to prevent hazards and reduce risk factors that may occur in the work process?
- Assessment Yes The company has implemented measures to assess and monitor the environment to guarantee worker safety by managing conditions to comply with legal hazard control standards. However, due to the nature of the production process, which involves raw materials that generate dust, certain areas may still experience dust accumulation. Alongside environmental management, the company employs strategies that include providing suitable protective equipment and additional measures to mitigate dust-related impacts.

Dust complaint	2023	2024	2025
Dust complaint file by the community nearby	4 reports Rectified and closed	4 reports Rectified and closed	8 reports Rectified and closed

The company acknowledges ongoing dust-related complaints from nearby communities and will direct relevant departments to address them promptly. After making necessary adjustments, inspections will be conducted to ensure resolution of the issues. To prevent future occurrences, measures will include increased tree planting as a dust barrier, limiting storage pile heights to 2 meters, creating sloped surfaces, and using water spraying techniques to reduce dust accumulation.

Risk Assessment ☐ Yes ☐ No Risk	Risk level : ☐ 1 ☐ 2 ☒ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☒ Get the community involved
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Non-Discrimination

5. Does the Company set non-discrimination policy, covering race, language, gender, marital status, disability, religion and personal opinions?
- Assessment Yes, The Company has a documented human rights policy that is effectively communicated through various media, including the annual report, website, and relevant internal channels.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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No Forced Labor

6. The Company does not use or benefit from any form of forced labor, such as physical punishment, threats, confinement, intimidation, harassment, human trafficking or violence.

Assessment Yes, from the assessment in all processes involved, there is no use of violence and no benefits from forced labor and there is no risk according to the specified topics.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Safe and Hygiene workplace

7. Do employees undergo necessary safety training and provide personal safety equipment to employees?

Assessment Yes, but, issues may arise if they do not follow the company's practices. To address this, Occupational Health and Safety Officers are appointed at each location to provide training on safety protocols and protective equipment use. They also manage safety systems according to ISO 45001 standards and have implemented measures to enhance safety and prevent accidents.

The company has established safety training programs, and a culture of safety based on the "10 Principles of Life Protection," equipping all employees with essential safety knowledge, including specialized training for transportation staff and partner drivers. It has also organized courses and shared safety information with key partners.

While aiming for zero accidents leading to work stoppages, incidents are still recorded, though the trend is decreasing.

Safety Indicator	2023	2024	2025
ZERO LTA	1 LTA	-0- LTA (Employees) -3-LTA subcontractors	-0- LTA (Employees) -0-LTA subcontractors

Risk Assessment ☒ Yes ☐ No	Risk level : ☐ 1 ☒ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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8. Do employees have free access to areas like the cafeteria, restrooms, and the nurse's office?

Assessment Yes, The company has a welfare committee made up of employee representatives from different work groups. This committee is responsible for assessing, inspecting, and managing areas to ensure they are suitable and hygienic.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Freedom of association and collective bargaining

9. Does the company have measures to safeguard union members and union representatives?

Assessment The Company does not have a labor union; but a Welfare Committee composed of members from different employee work groups. This committee's role is to assess and collaboratively identify ways to enhance welfare without interfering with or disrupting the Company's business operations.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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10. Does the Company support or permit the formation of employee groups, including labor unions or informal gatherings, to openly discuss and share ideas related to work intelligence?

Assessment The Company has no labor unions , as detailed in Assessment No. 9.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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11. The Company ensures equal opportunities for all individuals, free from discrimination, including women, persons with disabilities, and other marginalized groups.

Assessment The Company establishes guidelines and adheres to them in its commitment to offering equal opportunities.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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12. The Company hires a minimum of 1 disabled individual for every 100 non-disabled employees or contributes funds annually to support the improvement of the quality of life for disabled individuals.

Assessment As of the assessment date, the Company and its subsidiaries have employed 6 disabled individuals.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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13. The Company offers opportunities chances for relevant training and growth.

Assessment Yes, the company has a human resource development strategy and has established training goals for employees based on their job roles, including career progression aligned with evolving job requirements. However, some employees in certain positions might not participate in training consistently, influenced by their specific area and accessibility.

Risk Assessment ☒ Yes ☐ No	Risk level : ☐ 1 ☒ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Labour protection

14. The Company does not employ children under the age of 18 (Thai Law)

Assessment Yes, The Company does not hire individuals under 18 years old. This policy is explicitly outlined in its regulations and recruitment processes, and it is reinforced through all inspections conducted by the Company.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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15. The Company does not hire female employees for hazardous jobs or any other positions outlined in the Ministerial Regulations.

Assessment yes

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Employee Privacy

16. Does the Company only use employee information strictly for business purposes?

Assessment Yes, the company has a privacy policy and a personal data protection policy and has taken steps to inform employees about the details and purpose of collection and gathering, and all employees have signed a document giving consent for the collection of personal data as evidence.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☒ more info needed ☐ Get the community involved
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17. Does the personal information of employees, including their health data, be protected from employment discrimination?

Assessment: Yes, the company has established provisions for annual health check-up benefits for employees and may utilize this information to evaluate management practices aimed at ensuring employee safety.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Discipline and punishment

18. Does the company not support any mental and physical punishment to employee?

Assessment Yes, the company has clearly defined the working rules and has set penalties for those who commit acts or behaviors that violate the aforementioned topics.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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19. Does the company have any remediation workplace violation, sexual harassment or discrimination and response effectively which came from verbal, posture, touch or any method else?

Assessment Yes, the Company has established discipline and punishments in its Work Regulations, Section 8, Clause 2 (17).

The Company has issued a policy on sexual harassment and updated communication channels for reporting incidents. However, there may still be unmanageable situations or risks if information is not reported.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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20. Does the company have a complaint mechanism from threat and discrimination in place?

Assessment: The company has prepared and published details of channels for receiving complaints or channels for reporting clues, including complaints on various matters, with details of contact information and management procedures clearly published. For the topics of receiving complaints that have been specified, the complainant may specify in other topics.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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(3) Human Rights Risks to Contractors (15 items)

Assessor Department/Project Reviewed by	Ms. Nisachon Peungsujarit Human Resources Department Ms. Thidarat Sihawanlop Office Administration Senior Manager and Company Secretary	Date of reviewed 21/04/2026
☒ Golden Lime Public Company Limited ☒ Thai Marble Company Limited ☐ Golden Lime Engineering Company Limited		
☐ all factories ☐ , specific branch.....		

Hiring

1. Does the Company only employ permanent employees for key functions?

Assessment yes ,the company will engage permanent employees for significant functions; however, for routine tasks or temporary activities related to specific projects, it may opt to utilize subcontractors to perform these duties.

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Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. Do outsources make up no more than 30% of the total workforce?

Assessment No, as the engagement of subcontractors for certain tasks may be considered routine or temporary in nature.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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3. Does the Company have management mechanism to ensure that only reputable companies and agents are used? (proper business license, compliance with the laws, etc.)

Assessment Yes, the Company has established explicit policies and guidelines for its operations to guarantee adherence to applicable laws, rules, and regulations, emphasizing the significance of human rights in its practices.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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4. Do the Company's Day labor contractors receive fair compensation and benefits in accordance with labor law?

Assessment yes

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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5. Does the Company have no child labor under 15 year-old?

Assessment yes

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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6. Does the Company or agent pay compensation, social security, provident fund, and other benefits for the contractors in accordance with the laws?

Assessment Yes, the payment complies with legal standards; however, the contractor has not made contributions to the welfare associated with the provident fund.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Work Environment

7. Do contractors receive necessary training covering safety as well as receive personal protective equipment?

Assessment Yes, the company provides safety equipment and arranges for safety officers to conduct training before starting work in the premises. However, there may be contractors who do not comply or violate the rules at certain times or in certain cases.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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8. Do contractors have ability to access many areas such as canteen, medical room, or toilet without restriction?

Assessment yes

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance
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		☐ more info needed ☐ Get the community involved
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9. Does the company have process to conduct audit on the use of labor by suppliers and partners on a regular basis?
Assessment yes

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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10. Does the Company have accessibility to contractors' labor assessment results and compliance with labor standards of the contractors?
Assessment yes

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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11. Do contractors receive compensation and other welfare equally with employee?
Assessment yes Some subcontractors ,nevertheless, might not be covered by the company's supervision or welfare policies like regular employees are.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Contractor Management

12. Does the company apply Termination and Re-hire policy to avoid permanent employment benefit?
Assessment no

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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13. Are there any contractors who have been working for more than 1 year (permanent "contract worker")?
Assessment There are contractors who have been working for more than 1 year.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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14. Does the company or agent have any written documents or policies:
Assessment yes

- The criteria of the minimum age of employees for hiring job
- Payment and minimum rate of overtime payment
- Leaving days and working hours
- Freedom for association for collective bargaining
- Non-discrimination
- Unthreatened violation employee
- Unseize the passport of migrant labor (No forced labor)

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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15. Does the company or agent accessibility to contractors' labor assessment result and labor standard compliance of contractors?
Assessment yes

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Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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(4) Human Rights Risks to Local Communities and Society Around the Operation Sites (10 Items)

Assessor Department/Project Reviewed by	Ms. Nisachon Peungsujarit Human Resources Department Ms. Thidarat Sihawanlop Office Administration Senior Manager and Company Secretary	Date of reviewed 21/04/2026
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☐ All factory areas, ☐ construction period assessment, ☐ factory expansion period ☐ , business expansion ☐ projects, merger and acquisition projects

Environmental Management

1. Does the Company abide by all environmental managements law and regulations?

Assessment Yes, but the production activities of the business necessitate the combustion of coal to generate heat for the reaction, resulting in the emission of carbon dioxide (GHG) during the process. However, the company has implemented measures to effectively manage these emissions in order to mitigate their impact.

Risk Assessment ☒ Yes ☐ No	Risk level : ☐ 1 ☒ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. Does the Company regularly communicate environmental performance and impacts to the communities and society?

Assessment Yes, the Company conducted an environmental impact assessment and shared the findings on the Stock Exchange of Thailand website, its own website, and in the annual report. However, some groups or regions may lack access to this information.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☒ Get the community involved
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3. Does the Company provide grievance channels and remediation action on environmental impacts to communities/ society surrounding the operation?

Assessment Clear channels, policies, and procedures are in place, and the Company has effectively shared information about them. However, some groups may still lack access.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☒ Get the community involved
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Social hearing

4. Does the Company conduct survey of the local community to receive feedback, needs, and expectations at least once a year?

Assessment Clear channels, policies, and procedures are established by involving public relations officers and holding community meetings to gather feedback.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☒ Get the community involved
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5. Does the Company have a plan to foster relationship with the surrounding communities, providing equal opportunities, non-discrimination covering women, people with disabilities and others disadvantaged groups?

Assessment We have a non-discriminatory policy and employ disabled employees.

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Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☒ Get the community involved
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Security and Safety

6. Does the Company have emergency management plans/ measures including emergency drills to ensure business continuity?
Assessment Fire emergency plans, chemical spill prevention plans, radiation dispersal emergency plans, epidemic emergency plans, etc. have been established.

Risk Assessment ☒ Yes ☐ No	Risk level : ☐ 1 ☒ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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7. Does the Company have emergency communication channels for communities including providing response guidance to the communities during emergencies?

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Assessment The establishment is located away from the local community. Nevertheless, the Company has appointed a community relations officer who serves as a liaison to facilitate communication with the residents.

Regulatory Compliance

8. Does the Company never have an environmental and social violation case?

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☒ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Assessment The Company has a policy and emphasizes on conducting business in accordance with the law, ethics and good corporate governance. In the past, there were no disputes or incidents of environmental and social violations. However, there were some complaints from the process, which were resolved and closed each year.

9. Does the Company never have any incidents/cases of being sued for human rights violations by communities and society around the operating area?

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☒ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☒ Get the community involved
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Assessment The Company maintains a human rights policy and has not encountered any legal actions for violations. Nevertheless, some residents have lodged complaints, which were deemed inconsistent with the claims following a government investigation.

Confidentiality

10. Does the Company have confidentiality mechanism for complainants/affected people?

Assessment Yes

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☒ Get the community involved
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(5) Human Rights Risks to Customers and Consumers (11 Items)		
Assessor Department/Project Reviewed by	Ms. Nisachon Peungsujarit Human Resources Department Ms. Thidarat Sihawanlop Office Administration Senior Manager and Company Secretary	Date of reviewed 21/04/2026

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Products and Services

1. Does the Company provide details on products and services, prices, quality to customers/ consumers?

Assessment Notification has been made

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. The Company never violates any consumer protection law, yes or no?

Assessment The Company has not violated any laws related to consumers.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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3. The Company never violates any laws related to propaganda or false advertisement that can mislead the consumers, yes or no?

Assessment The Company has not violated any laws related to consumers.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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4. Does the Company provide communication channel/ grievance and remediation action to customers in case of negative impacts received from the Company's products and services?

Assessment The company provides customer service staff and provides a complaint channel via the website.

For customers to submit inquiries or feedback regarding products and services. Communication with customers is conducted through designated company representatives or sales staff who are responsible for managing and providing services to each individual customer.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Safety

5. Does the Company provide safety measures to customers when they are using the Company's products/ services?

- Provide warning signs and directions to minimize accidents
- Install closed circuit cameras in public area
- Install lighting system
- Provide security guards or responsible security employees
- Install alarm system
- Conduct fire safety emergency drill

Assessment Implemented

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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6. Does the Company have prevention and mitigation programs covering harassment, violence or other serious damages in order to prevent risks to the customers?

Assessment Yes

Risk Assessment	Risk level :	Measures : ☐ As specified, ☐ Need expert's assistance
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☒ Yes ☐ No
 ☒ 1 ☐ 2 ☐ 3 ☐ 4
 ☐ more info needed ☐ Get the community involved

Non-Discrimination

7. Does the Company provide equal treatment, non-discrimination to all customers, covering nationality, language, gender, disability, religious and personal comments?

Assessment The company has a policy of equal treatment.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Protecting Personal Data

8. Does the Company inform customer personal data management approach, data confidentiality, data accessibility and usage to the customers?

Assessment The policy is established.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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9. Does the company delete or destroy customer's personal data after withdrawal consent?

Assessment The Company retains the data as it is necessary for compliance with the transaction framework and the Accounting Act, which mandates the preservation of supporting documents for a minimum duration of five years.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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10. In the event that the company has a credit card payment system / bank transfer payment that adheres to established standards and ensures the security of customer information?

Assessment: The Company has no credit card payment system but offers a payment transfer system that requires customers to transfer funds to the company's account and provide proof of payment for verification.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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11. The Company does not disclose customer information to any third party without obtaining the customer's consent.

Assessment The Company does not disclose customer information to third parties.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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(6) Human Rights Risks to other organizations we collaborate with (12 Items)

Assessor	Ms. Thidarat Sihawanlop	Date of reviewed
Department/Project	Senior Manager of Administration Management	21/04/2026

☒ Golden Lime Public Company Limited ☒ Thai Marble Company Limited ☒ Golden Lime Engineering Company Limited

☒ All factory areas, ☐ construction period, ☐ factory expansion period ☐ business expansion ☐ projects, merger and acquisition projects

Production Process: The location and environment of suppliers and contractors are mainly criteria for coping with potential human rights impact

1. Does the supplier's products was produced by supplier's organization?
Assessment The Company manufactures its products within its own manufacturing facilities, with some products manufactured at partner facilities that have been assessed to ensure safety processes meet Company requirements.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. Does the supplier's products or their process came from severely violation area?
Assessment The Company does not use raw materials or materials obtained from areas where human rights violations are severe.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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3. Does the suppliers/contractors business have the potential to create negative impacts to water or resources accessibility by the local communities?
Assessment The Company does not influence water usage concerns or the quality of water that impacts the community or surrounding area.

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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4. Does the supplier's organization ensure that all contractor and migrant labor receive compensation and other welfare equally with their own employee?
Assessment The Company evaluated its suppliers and found no labor violations or any of the aforementioned impact issues reported by them.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Workplace Environment

5. Does the suppliers/contractors take any children at workplace?
Assessment Employees and workers are not allowed to bring children to work.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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6. If "Yes" to the above question. Does the suppliers/contractors have a facility for child?

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Security

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7. If the supplier's products was produced from home workers/independent contractors. Are there any mechanism to ensure that child labor violation will not involve?

Assessment The company does not outsource any products from home based production.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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8. Are all work done voluntarily?

Assessment The Company and its related partners do not use forced labor.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Occupational Health and Safety: To maintain, keep safely workplace and appropriate training will prevent any injury or incident in process and very important for dealing with human rights impacts.

9. Does the suppliers/contractor's workers receive training on Occupational Health & Safety topics and use PPE properly ?

Assessment The Company offers safety training for all employees and key partners, including customers and suppliers, to ensure the safety of their workers.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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10. Does the products manufactured by the supplier in their business facility / community center comply with the Occupational Health and Safety laws and regulations of Thailand.

Assessment The company evaluates suppliers of partners whose business associates have met the health law compliance standards.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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11. If the supplier engaging with NGO, government or community for improving employee human rights. Does the supplier apply Human Rights Due Diligence process?

Assessment The Company has a process for auditing business partners and conducting a preliminary human rights assessment for the Company's business partners.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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12. If the product carries the Company's brand, it indicates that the Company has ensured the manufacturer has completed the supplier screening process and met all legal requirements.

Assessment The Company has established human rights initiatives, which involve enhancing and creating a thorough human rights assessment process aimed at minimizing the risk or occurrence of related human rights violations.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Assessor Department/Project Reviewed by	Ms. Nisachon Peungsujarit Human Resources Department Ms. Thidarat Sihawanlop Office Administration Senior Manager and Company Secretary	Date of reviewed 21/04/2026
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☐ Golden Lime Public Company limited ☒ Thai Marble Company Limited ☒ Golden Lime Engineering Company Limited

☒ All factory areas, ☐ construction period assessment, ☐ factory expansion period ☐ , business expansion ☐ merger and acquisition

Migrant labor recruitment: Company shall develop written contract of employment with legally employment agency.

1. Is the company liable for employment-related costs such as brokerage fees and work permit fees? **yes**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. Does the company prohibit the use of sub-agent? **no**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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3. Does the company forbid employing or transporting workers through threats, coercion, deceit, or abduction? **yes**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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4. Does the company pay for all recruitment fees, such as medical fee, etc.? **yes**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Passport/ID card

5. Does the migrant labor accessibility to his/her passport or any concern documents? **yes**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Employment Criteria: Employer shall be informed all migrant labors regarding to employment criteria before starting work to prevent any deception which lead to force labor.

6. Does the company provide clearly communication in native language about employment criteria to migrant labor? **yes**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Security and Safety

7. Does the company specify the additional employment criteria after migrant labors signed contract? **yes**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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8. Does the migrant labor received his/her compensation not less than law compensation rate and welfare? **yes**

Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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9. Are there any mechanism to ensure that non-discrimination for all migrant labors?

Assessment The company includes a non-discrimination policy for its employees, focusing instead on selecting workers whose qualifications align with the specific requirements of the job.

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Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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10. Can migrant workers return to their home country safely and on time along with receiving all their payments?
Assessment The Company has no a thorough procedure for the return of employees to their homes. Employees will handle their return using the leave entitlements offered by the Company, following the applicable regulations and laws.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Working environment

11. Are the working hours in accordance with legal requirements? **As mandated by law.**

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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12. Does the company provide occupational health and safety welfare to migrant labors?
Assessment The Company has implemented health and safety procedures aligned with international standards, anyway risks still exist.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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13. Are there any mechanism to ensure that non-discrimination provision required for all migrant labors? Human rights policy

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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14. Does the migrant labor have access to complaint mechanism? **yes**

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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15. Are migrant workers' rights to collective bargaining respected?
Assessment The Company has a welfare committee that includes employee representatives, but it does not have a representative from the migrant worker group.

Risk Assessment ☒ Yes ☐ No	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☒ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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(8) Human Rights Risks to temporary worker (12 Items) The Company has no temporary worker		
Assessor Department/Project Reviewed by	Ms. Nisachon Peungsujarit Human Resources Department Ms. Thidarat Sihawanlop Office Administration Senior Manager and Company Secretary	Date of reviewed 21/04/2026
☒ Golden Lime Public Company Limited ☒ Thai Marble Company Limited ☒ Golden Lime Engineering Company Limited		
☒ All factory areas, ☐ construction period, ☐ factory expansion ☐ business expansion ☐ merger and acquisition		
Employment		
1. Does the worker receive compensation, welfare, employment period and criteria information before starting work? <u>Assessment</u> : The company follows legal standards and human rights, ensuring employees receive full information and ontime compensation.		
Risk Assessment ☐ Yes ☒ No	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
2. Does the company hire temporary worker when needed only? No temporary employment		
Risk Assessment	Risk level :	Measures : ☐ As specified, ☐ Need expert's assistance

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☐ Yes ☒ No Risk	☐ 1 ☐ 2 ☐ 3 ☐ 4	☐ more info needed ☐ Get the community involved
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3. Are the Third-party contractors voluntarily for working? No employment of children under 18 years of age / No employment of temporary employees

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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4. Are the temporary worker between 15 and 18 years of age were allowed to rest break of 1 hour for every four hours work? No employment of children under 18 years of age.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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5. Does temporary worker work more than 35 hours/week and not exceed 8 hours/day as per Thailand Labor law? No temporary employees

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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6. Has the company clearly defined the duration of the temporary employee's employment? If the employee continues to work beyond that timeframe, will their status be upgraded to permanent? **No temporary employees**

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Workplace Environment

7. Are the Third-party contracted labors apply the occupational health and safety prevention same as full-time labors? No temporary employees

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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8. Are the Third-party contracted labors accessibility to use all common facilities; i.e., canteen, toilet, first aid room? No temporary employees

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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Non-Discrimination

1. Are the Third-party contracted labors receive compensation and other welfare equally with their own employee? : **No temporary employees**

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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2. Does the company have a Non-Discrimination employment Policy which included nationality, language, sex and religion? : The Company has a written non-discrimination policy.

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
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3. Does the company have any remediation for workplace violation, sexual harassment or discrimination? : The company has policies and measures for implementation. However, there may be any inappropriate actions. The company has opened a channel for receiving complaints if any inappropriate issues or actions occur.

	Golden Lime Public Company Limited			
	Human Rights Assessment Checklist	Document No.	Revision	Human Rights Policy
		CS20211201/WI/FM(TH)	Rev.1	CS20211201_TH

Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☒ 1 ☐ 2 ☐ 3 ☐ 4	Measures : ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved
4. Does the company have a safely complaint mechanism for Third-party contractors or part-time labors? : No temporary employees		
Risk Assessment ☐ Yes ☒ No Risk	Risk level : ☐ 1 ☐ 2 ☐ 3 ☐ 4	Measures ☐ As specified, ☐ Need expert's assistance ☐ more info needed ☐ Get the community involved