



Golden Lime Public Company Limited

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Human Rights Policy		QR for EN

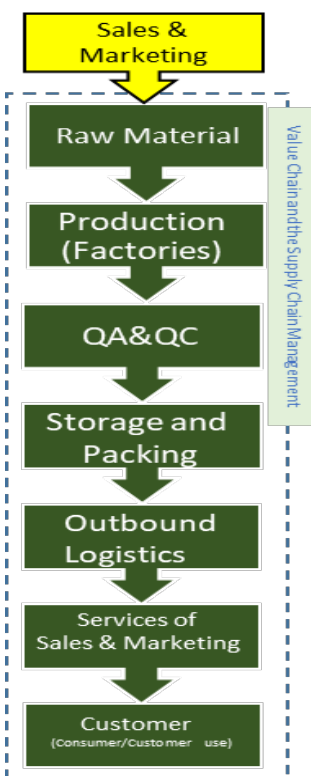
Golden Lime Public Company Limited (“The Company”) focused on implementing guidelines for human rights respect which are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, etc. Everyone is entitled to these rights without discrimination.

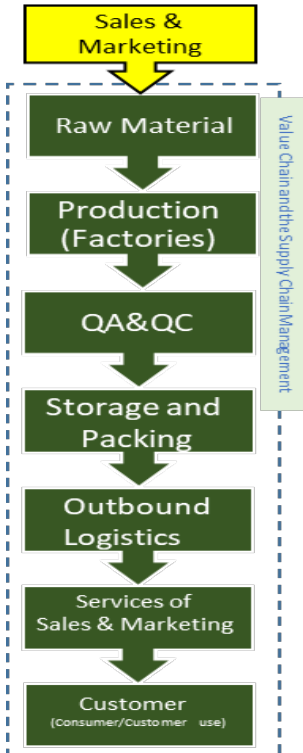
To implement actionable human rights sustainability practices jointly between companies and relevant stakeholders throughout the business chain. Therefore, the Company has established duty guidelines for business operations to cover the implementation of human rights principles reference the framework under the UNGP (United Nations Framework and Guiding Principle on Business Human Rights), which address business operation responsibilities in Human rights consists of:

The State duty to Protect Human Rights	Actions to promote and protect against human rights violations related to business operations
The Corporate Responsibility to Respect Human Rights	To establish practice guidelines and promote accountability by implementing and respecting human rights with relevant stakeholders
Access to Remedy	To determine a way to correct, rehabilitate, compensate, heal when an impact occurs. or human rights violations arising from business operations

By defining the framework for the implementation as follows:

- To ensure risk assessment in human rights impacts in business operations by analyzing the stakeholders' group related to the business supply chain.**

Scope of stakeholders' assessments through business supply chain	Stakeholders Assessments of risk and impact to human rights throughout supply chain	
	Human rights in the establishment - Rights of Employee /Contractors - the establishment 	Communities and environmental rights 
	- Working Conditions - Safe and Healthy - Non-discrimination - Freedom of Association - Personal Protection Data - Safe and hygienic working conditions - No use of forced labor, child labor, or any form of illegal labor	- Standards of Living and Quality of Life - Community Health and Safety - Mitigation to reduce Impact of Pollution Waste & Hazardous - waste management and dangerous goods - Energy and water security management - Biodiversity Conservation

Scope of stakeholders' assessments through business supply chain	Stakeholders Assessments of risk and impact to human rights throughout supply chain	
	Human rights of distributors, partners and contractors 	Human rights of customers and competitors 
	- Creating engagement with partners in human rights - Supplier Code of Conduct to comply with the human rights such as - Legitimate employment practices and conditions - Health and Safety of Employees - No illegal labor (illegal child labor, illegal foreign workers)	- Equal access to goods and services - Right to access information and services - Safety of using products and services - The right to confidentiality and protection of personal information - Not destroying the reputation of competitors - Restrain entering into and implementing monopoly agreements - Avoid anything that leads to disputes

Human Right Risks Assessment Criteria

The guiding principle in assessing the composition or severity of risk issues concerning human rights impacts are as detailed in **Table no.1**, whereby the organizational stakeholders and related partners can follow these guidelines in consideration and assessment of risks according to guidance in **Table no.2**.

Table 1 : Human Rights Risks Assessment : Severity	
Scale	How violent the impact is, for instance, high-risk impacts on the right to life or the health and safety of workers.
Scope	How many people are or will be affected – for example, impacts on the livelihoods of entire communities or the freedom of association of entire workforce.
Remedial	For high-risk impact, corrective, rehabilitative, compensated, and treatment guidelines should be established when an impact or a violation of human rights occurs.

Table 2: Criteria for Severity				
Level of Risks	Low	Medium	High	Extreme
Scale of Impact	Minor impact to health and safety: (First aid case)	Slight impact to health and Safety: minor injury or illness (no loss time)	Moderate impact to health and safety: serious injury that needs rehabilitation (loss time injury)	Significant impact to health and safety: physical disability or fatality

Table 2: Criteria for Severity				
Scope (Number of Impact)	No negative impact to stakeholder	Impact to some stakeholders in particular stakeholder group	Impact to most stakeholders in particular stakeholder group	Impact to all stakeholders group (such as local communities, employees, and suppliers)
Remediability	Take less than a year (< 1 year) to restore the impact	Take 1-3 years to restore the impact	Take 3-5 years to restore the impact	Impossible to restore or will take longer than 5 years (> 5 years) to restore the impact
Criteria of Likelihood				
Level of Risks	Very unlikely	Unlikely	Likely	Very likely
	Almost Never (<10%) Human right violation has never occurred in the company's business activity, but has happened to peers (never/unlikely to happen in 10 years)	Unlikely (≥ 10% - ≤ 50%) Human rights violation has happened in the past and may continue to occur sometimes in a department (happened/may happened 1-4 times in 10 years)	Likely (≥ 50% - ≤ 90%) Human right violation has happened in the past and may continue to occur frequently today (happened/may occur 5-8 times in 10 years)	Very likely (≥ 90 %) Human right violation has occurred in an ongoing manner until now (happened/may happened every year)

Human Rights Risk Assessment

For Human Rights Risk and Impact Assessment, there are two types of risk to consider:

- **Inherent Risk**, which is the level of risk inherent, or natural, to the situation. It is based on the nature of the context when no mitigation measures are in place.
- **Residual Risk**, which is the level of risk with all the measures and controls are in place.

The process to assess impact of registered Human Rights Risks is as follows.

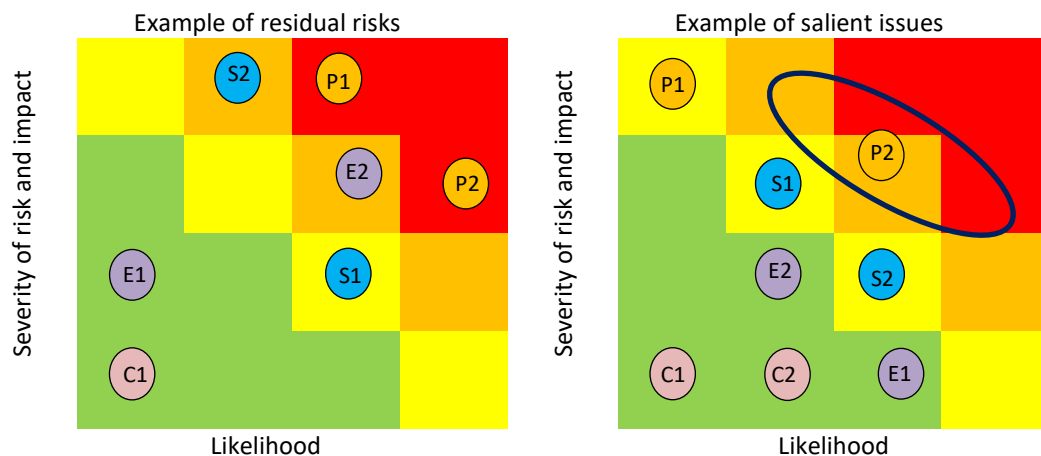
1. Assess inherent risk level of identified human right risks using the risk criteria in **Table 1**, which assess the likelihood and the severity (scale, scope and remendability), and determine the significance of the risks prior to the company's implementation of control or mitigation measures.
2. Assess residual risks level by using the same assessment criteria with inherent risk level. However, in this step, the company needs to consider current mitigation measure and controls identified in **Table 2**
3. After the impact assessment, impact issues are prioritized by severity level against human rights of affected people. This must be discussed with either affected stakeholders or their representatives considering the size and severity of impact by preparing a severity level according to the example in **Table 3**.
4. Select the top human rights salient issues once all residual risks are finalized and placed in the matrix. The salient issues refer high priority risks (Red level) that require further actions to appropriately mitigate the risks. In other words, those human rights risks are determined to have high level of impact, the company should therefore prioritize them. This can be achieved by reviewing existing risk management measure, as well as publishing additional measures to further mitigate risks.

Example : To create risk assessment diagram to address potential human rights impacts on each group of stakeholders in order to prioritize high-risk issues or severe risks to find actionable measures to keep the residual risk at an acceptable level

Example of addressing risks and risks assessment

Communication to stakeholders		Risk issues with stakeholder groups
E	Employee	E1 Issues related to employees No.1st
P	Public	P1 Issues related to society and environment No.1st
S	Supplier	S1 Issues related to partners/suppliers No.1st
C	Customer	C1 Issues related to customer No.1st

Table 3



Example of residual risk and human right high-risk (Salient Issue) that must be considered in order to find practical measures to ensure that the residual risks mitigated to acceptable level.

2. Human rights policy

The Company has established policies and business ethics by laying out guidelines for compliance with the respect for human rights by treating everyone equally regardless of national origin, race, sex, age, skin color, religion, disability or any status unrelated to work, including providing fair employment conditions and opportunity for equitable advancement. The supervision and practices are implemented to prevent harassment or intimidation or infringe upon personal liberties between executives, employees or those related to the Company to increase the recognition and respect to individuals' privacy rights and operate following the Personal Data Privacy Policy. The Company sets out a structured approach to its operations concerning human rights. This involves adapting and implementing principles in practice to safeguard, honor, and uphold the human rights standards outlined by the UNGP (United Nations Framework and Guiding Principles on Business and Human Rights) as follows:

▪ SUTHA practices to implement Human Rights principles

SUTHA values the importance of human rights principles by placing importance and value on human rights and dignity to human capital which is the fundamental factor that will lead the organization to success. The Company's human rights practices are as follows;

1. **Scope of action plan on human rights** The Company action plan on human rights covers stakeholders, executives, employees, shareholders, business partners, customers, competitors, society, environment and communities who are relevant to the Company's business in order for stipulating guidelines to strictly adhere to human rights guidelines.

2. **Respect for human rights** by requiring concern on the rights of employees and stakeholders without discrimination against any person on perspective, race, skin color, religion, disability, national origin, genetic information, gender, pregnant woman, age, sexual orientation, gender identity, gender expression, marital status, nationality or any other status under human rights principles. The Company practice is to ensure fair human rights that are reasonable and suitable with the Company's business conditions and operations to focus on eliminating injustice discrimination, intimidation and all kinds of violations of rights by laying out a clear framework of guidelines to enable all group of stakeholders to understand and be able to follow the below guidelines.
 - 2.1 Employees at all levels understand the laws related to their duties and their responsibilities in order to perform their duties with prudence and caution. If there is any unclear situation threatening or violating laws or human rights principles, consult supervisors or executives in the department.
 - 2.2 Executives and employees should cooperatively prepare a collection of laws, rules, regulations related to their responsibilities by categorizing relevant information for their own study and understanding. If any necessary training courses is needed, the head of department shall be informed to arrange such proper courses to staff to ensure thorough understanding before performing their duties without affecting the business processes affecting either internal or external stakeholders.
 - 2.3 The Company promotes compliance with international human rights principles by providing information to employees and related parties to understand the basic human rights principles that are essentials to know to prevent human rights violations.
 - 2.4 When employees are required to perform their duties in a foreign country or abroad, they should study beforehand the laws, customs, traditions and culture of that locality to ensure not taking any prohibited object, not to do anything illegal or contrary to tradition and local culture.
 - 2.5 The Company has established guidelines for the implementation of human rights as a code of conduct for employees, executives, business partners and all group of stakeholders including agents and contractor workers who work under contracts with the company, both temporary and contract) the supplier of all products or services, consulting services, wholesalers, raw material suppliers or all types of service providers to comply with human rights policies and guidelines.
 - 2.6 The Company promotes collaboration with customers to uphold human rights principles.
 - Collaboration with Business Partners
The Company selects partners based on adherence to the Code of Conduct, commitment to human rights, and compliance with labor laws, including avoiding forced, illegal, and child labor. It also emphasizes the need to assess operational impacts on communities, society, and the environment, prioritizing safety, occupational health, and biodiversity.

3 Compliance with human rights policy

Adhering to The Company's human rights policy ,executives and employees at all levels implement and promote human rights actions to business partners, suppliers, customers and stakeholders as per guidelines given for stakeholders in compliance with the Code of Business Conduct and practices of human rights policy. The Company ensures proper compliance with the laws applicable to this policy by appropriately revising and reviewing upon a change in the rules or procedure according to the Human rights standards at a minimum required level to be carried out in accordance with the policy.

4. Human Rights Policy in the establishment

- 4.1 **Freedom of association or collective bargaining** Allowing employees, the freedom of association and collective bargaining not contrary to laws, royal decree, statutes, or organizational rules to negotiate fairly under general rules or rules of the organization as well as appropriately to the conditions of business.
- 4.2 **Forced labor** Labor operations are carried out in compliance with applicable labor laws in each locality and there is no illegal forced labor.
- 4.3 **Employment** is in compliance with the law and only legally licensed migrant /foreign workers are eligibly employed with pre-employment verification to simply confirm the employment information provided by the candidate. All assigned works to all groups of employees are voluntary consent which are free from coercion and all practices towards employees are in accordance with the relevant laws.
- 4.4 **Minimum age of employment** No child labor in accordance with local labor laws

4.5 Equality of treatment There shall be honesty, equity and fair treatment in the workplace to ensure all employees are treated with respect and dignity regardless of where they work. All employees are employed under applicable legal terms and conditions of employment or usual practices including receiving proper training as per the framework of guidelines as follows:

- **Fair and Equitable Treatment** The Company has established guidelines for compliance with the principles of equality within the establishment as follows:

Recruitment and selection of employees: The Company offers equal job opportunity regardless of race, religion, skin color, gender, age, cultures or personal belief, gender-diverse people, vulnerable group such as female, underprivileged people, the elderly, minorities and foreign workers, outsourced worker and local communities that may be involved in business activities.

- **Employing individuals with disabilities.** The Company has implemented specific guidelines to align with the Government's policy on employing individuals with disabilities. In instances where the Company is unable to comply with government regulations, it is committed to making contributions to the State Fund for the Rehabilitation of Disabled Persons.
- **Child labour**

- The Company has no policy of exploitation by violating the human rights of child labor and no employment or contract for child labor.

- The Company does not hire individuals younger than 18 years old and actively engages in initiatives to support young people seeking additional income to help their families. While the company may facilitate opportunities for students wishing to earn money, it does not employ temporary workers and strictly prohibits the hiring of individuals under the age of 15. Should there be any initiatives aimed at generating income for underprivileged youth, specific measures below must be put in place.

Youth development Activities: The minimum age for young people to engage in work or training should be set at 15 years, while those over 18 years are also eligible.

Promotional efforts should involve collaboration with educational institutions that facilitate internships aimed at career development for students, in accordance with applicable regulations and laws. Participation in these training programs must be based on the consent and willingness of the students, who may express their intent to undergo training for assessment as per the curriculum. Educational institutions are required to provide students with official communication regarding their training. Students will receive guidance related to their field of work from the training agency, ensuring that there is no coercion involved, and that internships do not extend beyond regular working hours or involve overtime. While interns do not receive salaries, they may be provided with allowances or reimbursements for travel and food expenses, depending on the policies of the respective training establishments.

Break Time: During youth development activities, they must be granted a minimum of one hour of break time, which should be scheduled within the first four hours of their work.

Working Hours: Youth are prohibited from working between 10:00 PM and 6:00 AM. Working on holidays and overtime is strictly forbidden, and individuals under 18 years of age are not permitted to work during these times.

Hazardous Work: They are not allowed to engage in tasks that may pose a danger, such as metal smelting or handling hazardous chemicals.

Work Environment: They must not be employed in unsuitable locations, particularly those that require advanced skills and expertise.

- **Foreign Workers/Migrant Workers** the Company and its subsidiaries engage foreign workers/migrant workers in compliance with the following regulations and criteria:

Work Permit: It is mandatory for foreign workers to possess a work permit issued by the Ministry of Labor.

Categories of Foreign Workers: These workers are classified into various categories, including those endorsed by the Board of Investment (BOI), skilled foreign workers, and unskilled foreign

workers. Recruitment of foreign workers will be conducted through the Company's designated representatives, who will manage the necessary procedures to ensure adherence to legal standards and requirements.

Employment Notification: The Company is obligated to inform the Department of Employment about the employment of foreign workers within 15 days from the start date of their employment.

Permit Renewal: Foreign workers are required to renew their work permits within the designated timeframe.

Prohibited Work: Foreign workers employed by the Company are restricted from engaging in prohibited activities, such as those related to national security or tasks that require specialized skills that can be performed by Thai nationals.

Health Check: Prior to commencing work, foreign workers must undergo a health examination and obtain a medical certificate.

- **Remuneration** is paid to employees based on fairness, appropriate to their duties and responsibilities, and consistent with wage management based on the capabilities of each employee and wage rates in accordance with the law, including determining fair and appropriate benefits and welfare.
- **Anti-Slavery and Human Trafficking** All relevant business activities shall not involve slavery, human trafficking but insist on helping ending slavery and human trafficking including forced labor, child labor, and illegal labor.
- **Non-discrimination and the prohibition of abusive behavior** emphasizes the respectful treatment of all stakeholders. Employees must be treated with dignity and integrity, fostering adherence to guidelines that cultivate positive relationships, enhance unity, and encourage respectful interactions. Any form of abusive conduct—whether mental, physical, sexual, or verbal—such as intimidation or threats, is strictly prohibited. It is essential to empower employees by providing them with the right opportunity to voice their opinions. This can be achieved by establishing activities and channels that facilitate open communication, ensuring that employees at all levels can share their views and collaborate on various initiatives and developments.
- **Respecting employee Privacy Rights** Including complying with the law on the protection and protection of personal information of customers, business partners, employees and other relevant stakeholders.
- **Providing safety supervision** to prioritize the safety of individuals and property by implementing measures that guarantee a secure environment while carrying out responsibilities. Additionally, it is important to maintain a conducive working atmosphere within the organization. Each establishment should adopt practices and controls to ensure that emergency prevention equipment complies with safety standards.

4.6 Working hours and holidays in compliance with all applicable laws including labor regulations for normal working hours, overtime hours, regular breaks, rest breaks, holidays, leave days, etc.

4.7 Wages and Benefits To pay wages and benefits to employees at least at the rates required by law or labour standards including carrying out any joint agreements between employers and employees on various matters which have been mutually agreed upon.

To prevent any other form of action that imposes penalties with unlawful deductions of wages and do not discriminate against any form of employment and compensation that is unlawful.

4.8 Safety and health Safe operational and management system is established for employees, business partners, and relevant stakeholders to ensure a secure working environment. This system includes measures and equipment designed to prevent workplace injuries and illnesses. It encompasses the evaluation and selection of business partners who adhere to the established code of conduct regarding safety and occupational health. Additionally, it addresses the potential impacts of processes to safeguard the safety and health of customers, consumers, communities, and society at large. The Company promotes safety training and fosters a culture of safety practices by implementing the guidelines outlined in the 10 Life Protection Rules, which are disseminated and taught to employees at all levels.

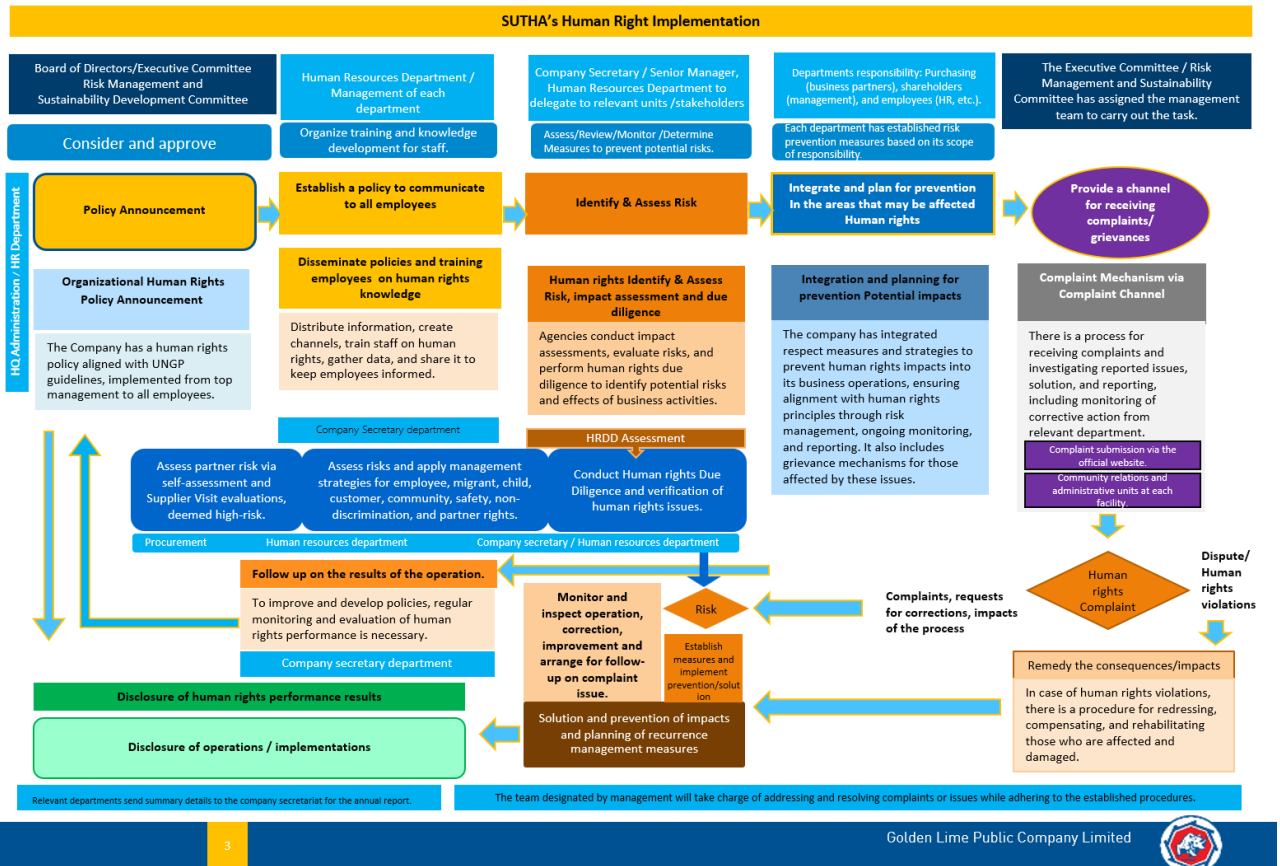
- 4.9 Working environment** Organizing the working environment to meet the standards required by law in a way to support a safe and positive working environment that does not affect the health of employees such as drinking water, sufficient lighting, proper temperature and proper ventilation. To promote good health and a healthy workplace, proper safety equipment is provided and maintained in accordance with the standards required by law.
- 4.10 Emergency preparedness** to get prepared for emergency situations, such as alerts and evacuation procedure, emergency training, contingency practice, sufficient and practical first aid equipment, fire protection plan, firefighting equipment, adequate emergency exit, emergency response plan and procedure including medical treatment in case of emergency.
- 4.11 Product quality and safety** All products and services provided by partners or the company to customers meet established quality, environmental, and safety standards. They are delivered punctually with adequate product-related information to ensure safe usage. This includes oversight of the production process, from quarry management to production management, in accordance with the laws and regulations set by the Department of Industrial Works. There is a focus on managing environmental impacts, pollution control, and adherence to international quality standards (ISO 9000), environmental standards (ISO 14001), and occupational health and safety standards (ISO 45001). Additionally, assessments of biodiversity impacts, and product usage are conducted to prevent safety issues and protect the rights of surrounding communities and the environment. Partners are required to comply with all laws and respect human rights.
- 4.12 Social and Environmental Sustainability** Conforming to environmental laws, regulations, and standards including other actions to prevent the operating process from negatively affecting society and the environment by careful management and focusing on operating with social and environmental responsibility including implementing measures and prioritizing biodiversity to monitor processes and operating locations in each of the company's areas to prevent negative impacts on ecosystems. It also involves overseeing and promoting restoration or compensation activities for areas used in related quarrying processes, ensuring that business operations are conducted responsibly towards society and the environment.
- 4.13 Anti-corruption in** cooperation with business partners, customers and all stakeholders to comply with the code of business conduct through recognizing that corruption is a major obstacle for the ongoing sustainable development. All group of stakeholders shall not either directly or indirectly offer or promise any personal benefit or improper benefit to maintain business operations or receive other benefits from outsiders whether government or private sectors, business partners; not pay or accept bribes or all types of corruption. The policy outlines procedures for evaluating risks associated with relevant activities and processes, such as notifying business partners about anti-corruption guidelines and encouraging their participation in an anti-corruption network.

5. Roles and Responsibilities

The Company has developed a Human Rights Implementation Framework that delineates the responsibilities of pertinent internal functions. This includes the Board of Directors and corresponding Board Committees responsible for approving policies, Management, the Human Resources department, and other relevant divisions.

All designated functions collaborate to ensure oversight and effective monitoring of human rights practices throughout the organization. The framework is consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and has been integrated in alignment with the Company's operational context.

The Company's human rights implementation framework is outlined as follows:



Level	Implementation
Policy and Governance	The Board of Directors is responsible for approving the Human Rights Policy and assigns the Management Committee and the Risk Management and Sustainability Development Committee to oversee and supervise the implementation of the policy to ensure compliance with the Company's human rights commitments. Management, through the Corporate Secretary and Human Resources Department led by the Senior Human Resources Manager, jointly develops, reviews, and updates policies and guidelines for Board approval. - The Risk Management and Sustainability Development Committee is responsible for supervising human rights risk assessments and ensuring that relevant management and functional leaders are assigned to implement and oversee human rights practices. These responsibilities are distributed appropriately among departments based on the specific stakeholder groups they manage.

Level	Implementation
Management and Operations	Responsible Functions by Relevant Stakeholder Groups
Office Administration, through the Company Secretary function and HR Department	1) To develop, review, and/or update relevant policies, and submit them to the Board of Directors for consideration and approval. 2) Following approval, Management and the Human Resources Department prepare and disseminate policy communications to ensure that internal functions and employees are informed and strictly comply with the approved policies. 3) Management, with the Company Secretary and Human Resources Department, develops manuals, guidelines, training programs, and materials to support effective policy implementation among employees and stakeholders.
Operations, Marketing and Sales, and Supply Chain and Customer Service Departments	1) Conducting business with respect for human rights Carry out business operations with respect for the dignity and rights of employees, customers, business partners, and other stakeholders throughout the value chain, while avoiding any actions that may cause or contribute to human rights violations. 2) Prevention and mitigation of human rights risks in operations Oversee and control operational, marketing, sales, and supply chain activities to ensure fair, safe, non-discriminatory practices, and to prevent exploitation of workers, customers, or business partners. 3) Oversight of business partners and service providers Integrate human rights considerations into the selection, evaluation, and monitoring of business partners and service providers, in order to promote compliance with the Company's ethical standards and human rights requirements. 4) Grievance handling and remediation Provide accessible channels for complaints and feedback, and cooperate in investigating and resolving human rights issues. 5) Communication to raise awareness Facilitate clear communication and implementation of the Company's human rights policies across relevant departments, while increasing awareness and comprehension among employees regarding their specific responsibilities.
Executives and Management	1) Protection of shareholders' rights, particularly minority shareholders Management ensures that all shareholder groups are treated fairly and without discrimination, with particular emphasis on the protection of minority shareholders' rights. This includes overseeing compliance with the Company's Code of Conduct and established guidelines governing the fair treatment of shareholders. 2) Transparent and accountable corporate governance Management oversees business management and operations to ensure transparency and accountability, with accurate, complete, and timely disclosure of information. This enables shareholders to exercise their decision-making rights based on sufficient information and in accordance with good corporate governance principles. 3) Ensuring equal treatment of shareholders and encouraging participation The Company supports all shareholders having equal rights to attend meetings, vote, and share their opinions. It offers suitable measures to promote active involvement in shareholder meetings, such as various meeting formats and channels that help shareholders exercise their rights. 4) Fair and policy-compliant dividend distribution Management ensures that operations are conducted in line with the Company's

Level	Implementation
	dividend policy and objectives, taking into account fairness to shareholders, financial stability, and the Company's long-term sustainable growth.
Operations, Procurement, Safety Officer, Human Resources, and Department Heads	Human Rights Roles and Responsibilities by Function Relevant departments work together to ensure business activities respect human rights, including those of employees, workers, business partners, contractors, and nearby communities. The following outlines the extent of these responsibilities: 1) Procurement and Supply Chain 1. Oversee the selection and monitoring of partners, vendors, and contractors, ensuring human rights, labor standards, safety, and ethics are considered in procurement. 2. Clearly communicate the Company's human rights policy and supplier code of conduct to all parties, and ensure fair treatment of workers on Company premises. 3. Implement human rights risk assessment and management for partners across the supply chain. 2) Operations, Plant Management, and Production 4. Jointly define and implement measures to prevent and mitigate risks of human rights violations arising from operations, affecting employees, business partners, and surrounding communities. 5. Establish production control measures to reduce environmental, health, safety, and quality-of-life impacts on communities surrounding the Company's operating sites. 3) Safety, Occupational Health, and Environment 6. Plant management, operations teams, and security staff work together to meet safety, health, and environmental standards and uphold everyone's dignity and safety in operational areas. 4) Human Resources and Functional Heads 7. Treat all employees fairly, prevent discrimination, and support freedom of association through welfare committees or representative mechanisms that encourage participation and constructive dialogue. 8. Monitor employment practices, pay, benefits, and working conditions to comply with human rights, labour laws, and international standards. 9. Work with operations and procurement to manage both permanent and contractor arrangements, ensuring safe, compliant, and suitable workplaces in line with health, safety, and environmental regulations.

6 Preventive measures and impact management

Human Rights Risk Management

Measures to prevent or reduce the impact from risks to human rights are in accordance with the results of human rights risk assessments addressed then providing following operational guidelines according to the level of risk

Level of Risks	Execution
LOW	Take action to control and mitigate the impact and to monitor the situation regularly to reduce the likelihood of an issue or a trend towards high risk.
MEDIUM	Management attention should be given to establish measures to mitigate the risks and to regularly and continuously monitor risk issues.
HIGH	Measures must be taken to minimize the risks to an acceptable level.
VERY HIGH	Risk cannot be justified. The Company must immediately cease any activity related to that risk.

Impact and Management

After assessing the risks issues, The Company or stakeholders should establish measures to manage the impacts especially those are considered high risk for mitigating and minimizing negative impacts with prevention of human rights violations by guideline and measures as follows:

- Approaches and measures to mitigate human rights impacts need to be in accordance with international human rights standards and human rights-based management approaches.
- Compensation and effective remedy under human rights principles should be categorized according to context and type of violations in remedying the human rights damage by healing, apology, restoration, financial compensation or other non-monetary ways and punitive enforcement measures (whether criminal or administrative (such as fines) and the prevention of damages by means of a court order prohibiting or guaranteeing their recurrence, etc.). The procedures for providing remedies should be neutral to prevent fraud and free from political interference and others which may affect remedies. (Remedy framework from the National Human Rights Commission Manual)

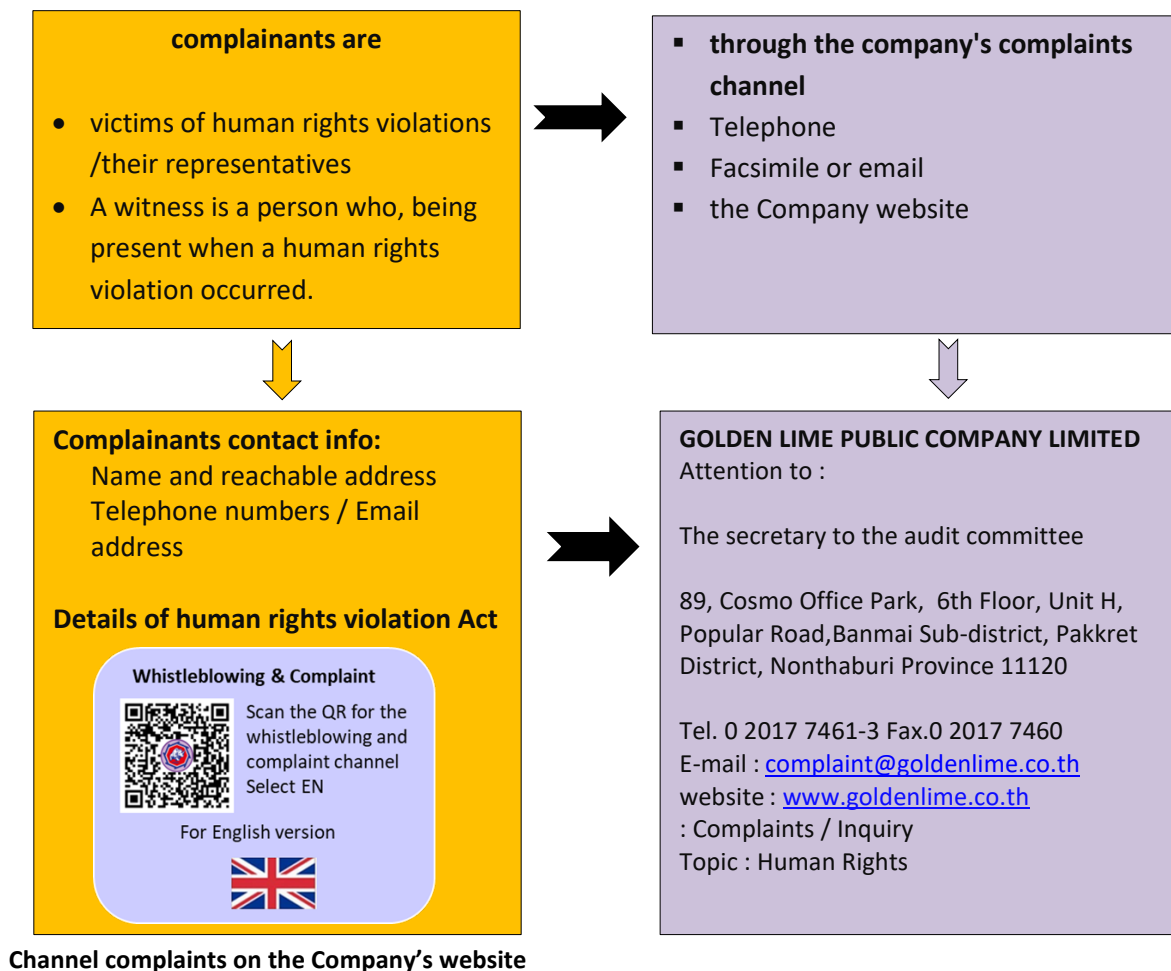
7. Policy Communication and Stakeholder Engagement

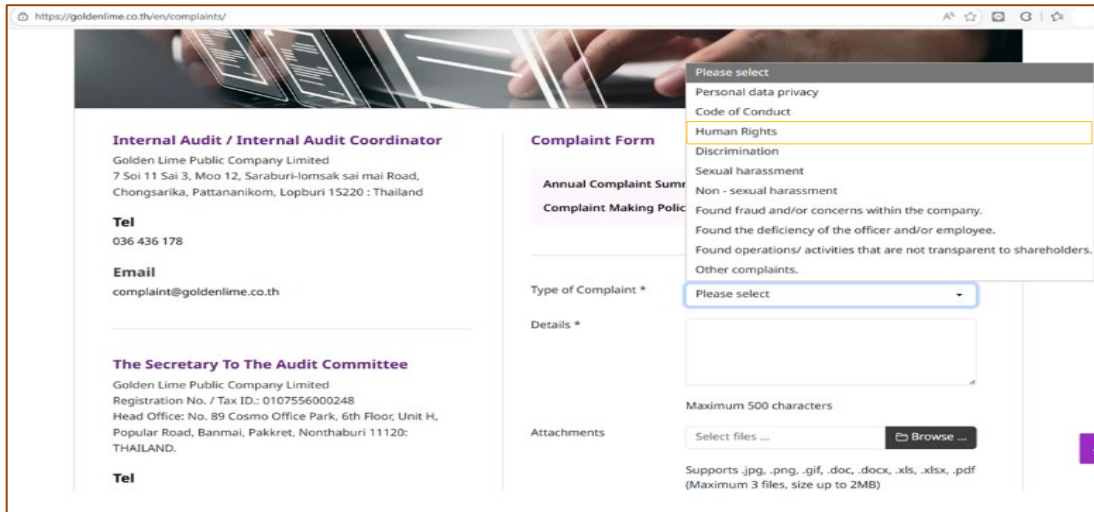
The Company establishes and communicates its human rights policy and practices through multiple channels, ensuring proper disclosure of relevant information. This approach allows stakeholders to have wide-ranging and ongoing access to details via methods tailored to both internal and external audiences. The goal is to foster awareness, engagement, and uniformity in practices across the organization.

- Publish human rights policy and performance results through the annual report (56-1 One Report) and the company website (www.goldenlime.co.th), including the “Investor Relations” page > “Financial Information” > “Annual Report” (https://goldenlime.co.th/annual_report/), so the public and stakeholders can access this information.
- Communicate policy announcements and practices internally via email and internal notice channels (such as the “DDL All Thailand” email group) to ensure all personnel are well-informed.
- Store and provide access to policy documents/training materials through central systems (such as Server and Share Files/Cloud), as well as video training via designated channels (such as SharePoint).
- Disseminate news and activities promoting human rights through social media/internal communication platforms (such as Bee Keeper) to support communication and engagement.
- Use department communication channels, such as Line groups or suitable mediums, to quickly distribute information to employees in each department or branch.
- Communicate policy during new employee orientation, annual training, and briefing/review meetings (such as Town Hall or management-supervisor meetings) to ensure shared understanding and compliance.
- Disseminate information through internal workplace media such as bulletin boards, promotional signs, TV/LED screens, or posters in work areas for continuous awareness.
- Include the policy in the employee handbook, Business Code of Conduct, and/or department work requirements to ensure standardized reference documentation.

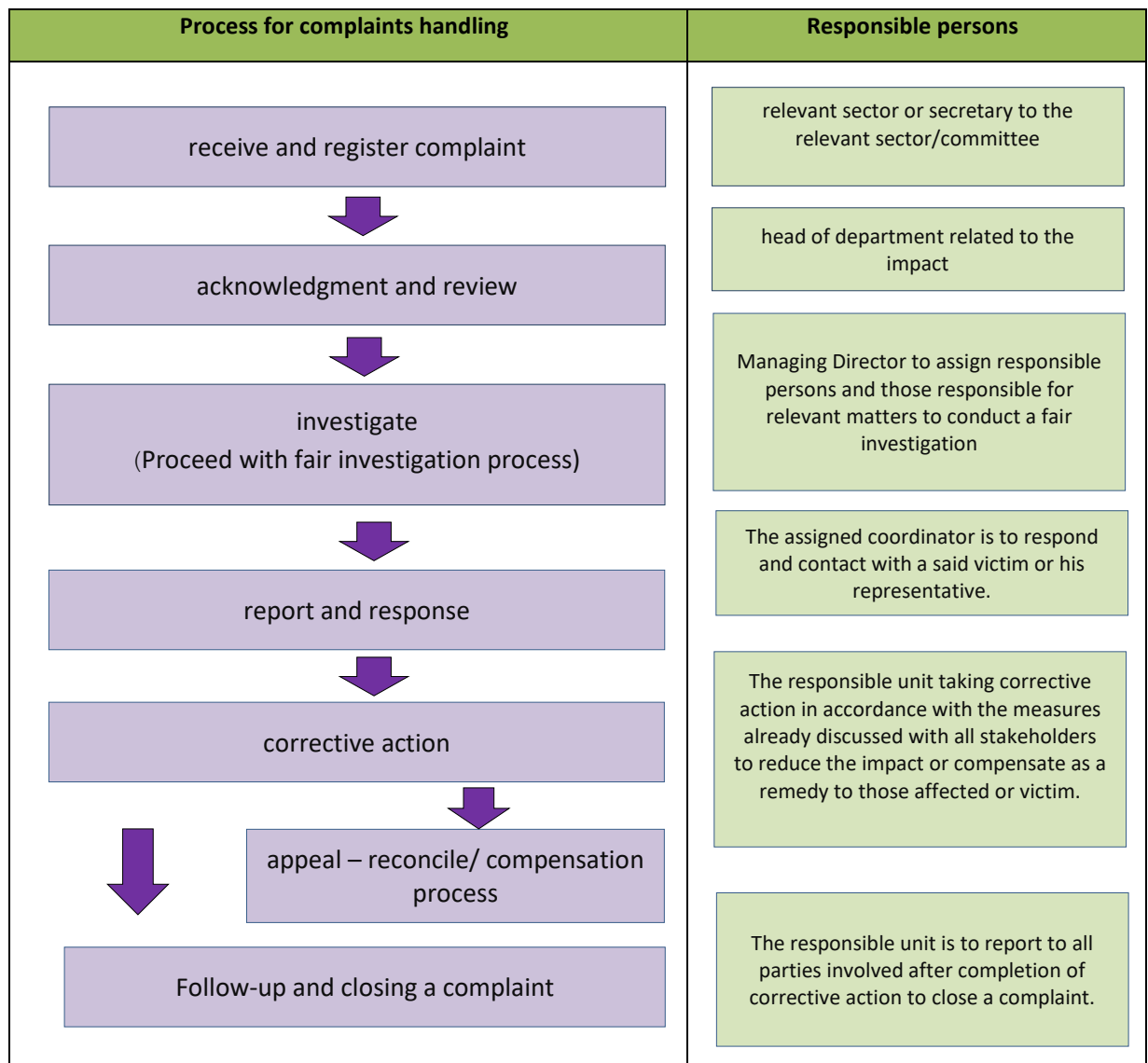
- Communicate to suppliers, contractors, and service providers through purchasing documents, contract conditions, pre-work meetings (Kick-off/Toolbox meetings), and supplier evaluations to raise standards throughout the supply chain.
- Communicate and listen to feedback from external stakeholders through meetings/forums, site visits, community communication, and corporate social responsibility activities to enhance understanding and collaboration.
- Provide channels for complaints/whistleblowing/feedback (Whistleblowing & Complaint), such as email (complaint@goldenlime.co.th) and the company complaint channel via website (<https://goldenlime.co.th/complaints/>), as well as phone/fax/comment boxes as specified by the company, so stakeholders can report human rights issues appropriately.

7.. Monitoring of human rights action and providing an appeal channel for those complainants for the collection, verification, and use of information on breaches of human rights.





The screenshot shows a web browser window with the URL <https://goldenlime.co.th/en/complaints/>. The page is titled "Complaint Form" and includes contact information for the Internal Audit / Internal Audit Coordinator and The Secretary To The Audit Committee. The form itself has a dropdown menu for "Please select" with options: Personal data privacy, Code of Conduct, Human Rights (highlighted), Discrimination, Sexual harassment, and Non - sexual harassment. Below this is a text area for "Details *" and an "Attachments" section with a "Select files ..." button and a "Browse ..." button. The form also includes a "Type of Complaint *" dropdown and a "Maximum 500 characters" limit for the details.



Responsibility and follow-ups

The follow-up process starts with receiving issues from the responsible unit to notify the chief or supervisors. Then in case the issue is considered a high-risk or high-severity issue, it must be reported in order from the

department level, to the Managing Director to the meeting of the executive committee or any relevant committees depending on the impact and severity of the issue. If the issue is considered high or very high risk causing a big impact on outsiders, its impact and damage should be brought into the mitigation plan for implementing correction, mitigation, and remedies, compensation to provide relief to those affected or to have corrective action to get back to normal state or the risk level is reduced to an acceptable level. In the case of a complaint related to fraud or violating the code of conduct, there will be a process to investigate and verify the issue, If true, an employee shall be subject to penalties and reported. If the Company can contact those who address a complaint, the Company should report the complaint treatment status within 30 days. If the complaint closure requires longer days than previously identified, the Company shall report continuously until its closure.

5. Remedy guidelines

- Responsible persons establish measures to correct, rehabilitate, compensate, heal when the impact occurs or human rights violations arise from business operations.
- Remedies for human rights violations include an apology, restoration, financial compensation or other non-monetary ways with fairness to all parties both the affected and the Company and its stakeholders under agreements that are mutually agreed upon by all parties.

This Human Rights Policy, issued on December 24, 2021, approved at the Board of Directors meeting No. 1/2022 on February 25, 2022, and the latest revised version which includes updated, supplemented, and revised content as published on the company's website in the latest version.



Mr. Sripop Sarasas
Chairman of the Board of Directors

Revision listing of policies for annual review.

Item	Document number	Prepared by documentation	Annual Review	Reference the Board of Directors Meeting to reviewed
1	CS20211201	24 December 2021	25 February 2022	The Board of Directors Meeting no. 1/2022
2	CS20211201_Rev1	11 November 2022	24 February 2022	The Board of Directors Meeting no. 2/2022
3	CS20211201_Rev2	28 November 2024	21 February 2025	The Board of Directors Meeting no. 1/2025
3	CS20211201_Rev3	22 April 2026	8 May 2026	The Board of Directors Meeting no. 3/2026

Appendix 1: Summary of reviewed and revised policies as for Year 2024

Summary of revision

Collaboration with Business Partners: The Company selects partners based on adherence to the Code of Conduct, commitment to human rights, and compliance with labor laws, including avoiding forced, illegal, and child labor. It also emphasizes the need to assess operational impacts on communities, society, and the environment, prioritizing safety, occupational health, and biodiversity.

Employing individuals with disabilities: The Company has implemented specific guidelines to align with the Government's policy on employing individuals with disabilities. In instances where the Company is unable to comply with government regulations, it is committed to making contributions to the State Fund for the Rehabilitation of Disabled Persons.

Employee rights: Include guidelines against discrimination and requirements for each workplace to maintain emergency prevention equipment that meets safety standards.

Foreign Workers/Migrant Workers: Do not employ illegal migrant workers or aliens. This includes evaluating and choosing business partners who adhere to ethical standards and do not utilize illegal migrant workers or aliens.

- the Company and its subsidiaries engage foreign workers/migrant workers in compliance with the following regulations and criteria:

Work Permit: It is mandatory for foreign workers to possess a work permit issued by the Ministry of Labor.

Categories of Foreign Workers: These workers are classified into various categories, including those endorsed by the Board of Investment (BOI), skilled foreign workers, and unskilled foreign workers. Recruitment of foreign workers will be conducted through the Company's designated representatives, who will manage the necessary procedures to ensure adherence to legal standards and requirements.

Employment Notification: The Company is obligated to inform the Department of Employment about the employment of foreign workers within 15 days from the start date of their employment.

Permit Renewal: Foreign workers are required to renew their work permits within the designated timeframe.

Prohibited Work: Foreign workers employed by the Company are restricted from engaging in prohibited activities, such as those related to national security or tasks that require specialized skills that can be performed by Thai nationals.

Health Check: Prior to commencing work, foreign workers must undergo a health examination and obtain a medical certificate.

Development of a foreign workers Management Plan: Managing management practices towards foreign workers according to measures to prevent the impact of human rights issues on foreign workers.

More details provided in [Appendix 2](#): The management practices towards foreign workers to Mitigate Human Rights Concerns.

Child labor : The Company does not engage in child labor and prioritizes selecting business partners who adhere to Business ethics. No involvement with illegal child labor.

- The Company maintains a strict policy against the exploitation of children's rights and does not employ or contract any child labor.

- The Company does not hire individuals younger than 18 years old and actively engages in initiatives to support young people seeking additional income to help their families. While the company may facilitate opportunities for students wishing to earn money, it does not employ temporary workers and strictly prohibits the hiring of individuals under the age of 15. Should there be any initiative aimed at generating income for underprivileged youth, specific measures below must be put in place.

-Youth development Activities: The minimum age for young people to engage in work or training should be set at 15 years, while those over 18 years are also eligible.

Promotion efforts should involve collaboration with educational institutions that facilitate internships aimed at career development for students, in accordance with applicable regulations and laws. Participation in these training programs must be based on the consent and willingness of the students, who may express their intent to undergo training for assessment as per the curriculum. Educational institutions are required to provide students with official communication regarding their training. Students will receive guidance related to their field of work from the training agency, ensuring that there is no coercion involved, and that internships do not extend beyond regular working hours or involve overtime. While interns do not receive salaries, they may be provided with allowances or reimbursements for travel and food expenses, depending on the policies of the respective training establishments.

Break Time: During youth development activities, they must be granted a minimum of one hour of break time, which should be scheduled within the first four hours of their work.

Working Hours: Youth are prohibited from working between 10:00 PM and 6:00 AM. Working on holidays and overtime is strictly forbidden, and individuals under 18 years of age are not permitted to work during these times.

Hazardous Work: They are not allowed to engage in tasks that may pose a danger, such as metal smelting or handling hazardous chemicals.

Work Environment: They must not be employed in unsuitable locations, particularly those that require advanced skills and expertise.

Consumer / Customer Rights: The company is committed to a product responsibility policy that ensures the delivery of standard products while managing the entire process, from raw material sourcing to production. This includes adherence to legal requirements, pollution control, community impact management, environmental protection, and ensuring the safe use of products.

Community and Environmental Rights: In line with our product responsibility framework, the company oversees the production process to ensure compliance with legal standards, pollution control, and environmental impact mitigation, while also managing processes to minimize effects on surrounding communities.

Occupational Health and Safety: The company evaluates and selects partners based on adherence to a partner code of conduct that prioritizes safety and occupational health. This includes assessing the impact of processes to safeguard the health and safety of customers, communities, and society. We promote a culture of safety through training and the implementation of 10 life protection rules, which are communicated to all employees.

Non-Discrimination: The company fosters an inclusive environment by granting employees the right to voice their opinions. We encourage openness through organized activities and provide various channels for employees at all levels to share their thoughts, ensuring equal opportunities for collaboration in work and development initiatives.

Business Partner Rights: A Suppliers' code of conduct has been established, allowing partners to submit proposals and undergo evaluations to ensure they adhere to business ethics equally.

Appendix 2: The management practices towards foreign workers to Mitigate Human Rights Concerns.

The Company has developed a comprehensive strategy and management framework for foreign workers aimed at preventing human rights violations associated with their employment. This strategy encompasses the following components:

Human Rights measures for Foreign Workers

The Company has established protocols concerning labor and remuneration, which include safeguarding labor rights to equitable wages, appropriate working conditions, and ensuring that wage payments are made punctually and in accordance with agreements. The strategy incorporates the following initiatives, along with Key Performance Indicators (KPIs) to assess effectiveness:

1. Safeguarding Wages and Benefits

- **Measures:** Wage payments shall align with legal standards and provide suitable benefits to foreign workers.
- **Practices:** Ensure wage payments adhere to employment agreements, create a transparent wage payment system, and offer essential benefits such as holidays and social security.
- **Objective:** Foreign workers receive equitable wages and comprehensive legal benefits.
- **KPI:** Rate of wage payments in accordance with contracts.
- **Target:** 100% of workers receive wages as stipulated in contracts by the designated date.

2. Safeguarding Work Rights

- **Measures:** Guarantee workers' rights to employment free from coercion or discrimination.
- **Practices:** Inform workers about their labor rights concerning wages, employment contracts, working hours, and breaks.
- **Objective:** Foreign workers possess the same rights as their local colleagues and are protected from exploitation in the workplace.
- **KPI:** Rate of acknowledgment of work rights.
- **Target:** 100% of foreign workers have their rights protected in the workplace.

3. Timely and Transparent Wage Disbursements

- **Measures:** Wage payments are made promptly and provided clarity regarding tax deductions, social security contributions, and associated service fees.
- **Practices:** Educate workers on tax deductions, accurate wage calculations, and implement verifiable wage payment systems (e.g., bank transfers).
- **Objective:** Ensure timely and transparent wage disbursements.
- **KPI:** Rate of on-time wage payments.
- **Target:** 100% of wages disbursed on time by the specified date.

4. Safeguarding the Rights of Foreign Workers

- **Measures:** Complete documentation related to work rights, including employment contracts, work permits, and legal status verification.
- **Practices:** Provide training on workers' rights, labor laws, and medical rights.
- **Goal:** Foreign workers are legally protected and have equal access to services.
- **KPI:** Successful Rate of legal document verification and management.
- **Target:** 100% of foreign workers possess accurate and complete documentation prior to their employment.

5.Improvement of Working Conditions

- **Measures:** Evaluate and enhance working conditions to comply with established standards, particularly in relation to safety and the work environment.
- **Practices:** Implement training programs focused on workplace practices, guarantee the availability of essential equipment, and set up channels for reporting concerns about working conditions.
- **Goal:** Foster a safe and fair working environment.
- **KPI:** Rate of workplace accidents.
- **Target:** Achieve zero workplace accidents annually.

6. Prevention of Human Trafficking and Forced Labor

- **Measures:** Prevent forced labor and human trafficking.
- **Practices:** Verify employment contract enforcement, inspect workplaces, and establish whistleblowing systems.
- **Goal:** Reduce cases of rights violations and forced labor.
- **KPI:** Percentage of foreign workers receiving training.
- **Target:** Ensure that all foreign workers are trained within a one-year timeframe.

7.Promotion of Health and Well-being

- **Measures:** Promote appropriate health care for foreign workers.
- **Activities:** Ensure foreign workers obtain necessary healthcare services.
- **Goal:** Foreign workers receive health care and access medical services appropriately.
- **KPI:** Rate of access to health services.
- **Target:** 100% participation in annual health examinations and utilization of social security benefits.

8. Engagement and Employee listening

- **Measures:** Create channels for foreign workers to voice their concerns or file complaints
- **Activities:** Facilitate meetings or events that enable foreign employees to share their views and obtain responses from management, utilizing Burmese interpreters as needed.
- **Goal:** Encourage active participation and the free expression of thoughts among foreign employees.
- **KPI:** Rate of resolution for complaints and issues.
- **Target:** Address and resolve complaints within a 30-day timeframe following receipt of notification.