



## ***Human Rights Policy***

### ***Introduction***

Thai Beverage Public Company Limited and its subsidiary companies (“**ThaiBev**”) takes pride in all employees. ThaiBev fully respects international human rights principles and international labour standards. ThaiBev operates well in compliance with the United Nations Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

### ***Scope of the Policy***

The human rights policy applies to all ThaiBev’s directors (“**Directors**”), all ThaiBev’s executive officers (employee ranging from Assistant-Vice President level up to the President and CEO) and employees (“**Employees**”).

The human rights policy states ThaiBev’s positions as follow:

#### **1. Discrimination and harassment**

ThaiBev does not accept discrimination and harassment against the Directors and Employees for race, gender, colour, language, religion, political opinion, social origin, union affiliation, sexual orientation, age or other key characteristics. Employment-related decisions shall be based on relevant objectives and criteria.

#### **2. Forced labour and child labour**

ThaiBev prohibits forced labour. The use of prison labour or bonded labour is strictly forbidden.

The Employees are free to withdraw from employment with reasonable notice. The Employees shall be allowed to move around freely and leave workplace when shift ends.

ThaiBev prohibits any employment and exploitation of child labour in its workplaces and will not involve in or support such act. For clarity, ThaiBev may engage youngsters in apprenticeship programs for the purpose of talent development.

#### **3. Freedom of association**

ThaiBev respects the Employees’ rights to join or not join a labour union or other organisation of their choices and to bargain collectively in support of their mutual interests.

#### **4. Working hours**

ThaiBev respects the need for the Employees to have a balance for work and personal life. The working hours and overtime shall comply with applicable wage/salary and benefits laws and regulations. Generally, the Employees shall be provided with at least one rest day during a week of work.

#### **5. Workplace safety and health**

ThaiBev cares for high standards of occupational health and safety. ThaiBev shall work hard to prevent accidents, injuries and work-related illnesses within its operations. ThaiBev commits to comply with health and safety laws and regulations and strive for higher standards.