

Human Rights Policy

Introduction

The Erawan Group Public Company Limited and its affiliated Company (“The Company” or “ERW”) recognize that every individual possesses equal rights and human dignity that inherent from birth. The Company places importance on respecting human rights as the fundamental virtue for working and living together. As such, the Company has established guidelines for desired behaviors to ensure that all business operations across the Company’s supply chain and employ conduct are grounded in the principles of human rights, respecting each other’s dignity and worth in the organization. This creates confidence that the way of doing business and employees’ practices is based on the principle of reciprocal respect for an individual’s honor and dignity.

The Company adherence to international guidelines in respecting human rights, which include The United Nations Global Compact (UNGC), The Universal Declaration of Human Rights (UDHR), The International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, and The United Nations Guiding Principles on Business and Human Rights (UNGP) which comprises of three main practices: Protect, Respect, and Remedy.

Scope

Scope of policy covers activities in business operations of The Erawan Group Public Company Limited and Affiliated Company in Thailand and overseas. The objective of policy also encourages business partners in business value chain, contractors, suppliers, and other stakeholders to acknowledge the policy and operate their business in the same direction.

Definition Terms in the Human Rights Policy

	Definition
Human Rights	are natural rights inherent to all human beings, and are universality, inalienability, indivisibility. without discrimination on diversities and/ or physical differences, personal characteristic, disabilities, mentality, race, nationality, origin, ethnicity, indigenous status, religion or belief, gender, language, age, skin color, education, social status, culture, tradition or any other attributes as stipulated by laws of each country and treaty each country has commitment to. Human rights include the rights to life and liberty, freedom of association and collective bargaining, the right to work and education, absence of child labor and forced or compulsory labor, respect of child rights, disabilities, and labor right and decent work, and access to safe and healthy working environment, fair remuneration, and others. Every individual is equally entitled to these rights, without discrimination.

The Company	The Erawan Group Public Company Limited and Affiliated Company
Employee	Permanent and temporary employees at all levels of the Company
Child labor	for Thailand, refers to a worker with age above 15 years old but below 18 years old, a worker with age below 15 years old is legally prohibited. for Those workers with age above 18 years old are not considered to be child labor. The Company enforces all subsidiaries and affiliates to follow laws and definitions of child labor in their operating countries.
Forced or compulsory labor ¹	all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.

Guidelines

To operate businesses with respect and precautionary actions to avoid violations towards human rights within business supply chain as well as to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental rights equally and fairly, the Company commits to the following practices;

Protect and respect

- 1. Respect for Stakeholders:** The Company shall treat all stakeholders with respect, ensuring equality, fairness, and mutual dignity without discrimination. This commitment covers all aspects of diversity, including physical traits, personal characteristics, disabilities, mental health, race, nationality, origin, ethnicity, indigenous status, religion or belief, gender, language, age, skin color, education, social status, culture, customs, or any other attributes.
- 2. Employee Well-being and Workplace Safety:** The Company shall prioritize the quality of life, safety, occupational health, and a conducive work environment for employees. All employees are treated equitably and fairly, without discrimination, and given equal opportunity in all aspects of employment, including hiring, termination, compensation, benefits, skill development, career advancement, and readiness for new roles, aligned with position suitability.
- 3. Prevention of Human Rights Violations:** The Company shall avoid and does not support any actions that violate human rights, such as forced or compulsory labor, or human trafficking in all forms. This includes the prohibition of child labor and the commitment to respect the rights of employees with disabilities and children's rights.
- 4. Ethical Business Partnerships:** The Company shall refrain from conducting business with partners in its value chain who contravene this policy. The Company will monitor and encourage compliance through appropriate

¹ The ILO Forced Labour Convention, 1930 (No. 29)

governance mechanisms and promote ethical and socially responsible business practices among partners to foster a culture of mutual respect.

5. **Human Rights Risk Management:** The Company shall consider and identify potential human rights risks in key operational areas and establishes guidance to appropriately manage those potential risks. Each department is responsible for overseeing and managing risks within its scope to ensure compliance with this policy.

Communication and remediation

1. **Development of Two-Way Communication Channels:** The Company shall establish two-way communication channels to promote awareness, understanding, and proper conduct in respecting human rights. This includes providing opportunities for employees and stakeholders to express opinions, raise issues, and submit information or complaints if any incidents or actions related to human rights violations or disrespect occur. These can be reported through the Company's designated Whistleblowing Form.
2. **Human Rights Complaint Review Process:** Upon receiving human rights-related information or complaints from employees and/or stakeholders, the Company shall conduct an investigative process. Findings are reported to senior management to develop appropriate measures for mitigating or rectifying any human rights impacts.
3. **Policy Communication and Awareness:** The Company shall communicate this policy to employees, business partners, and relevant stakeholders to ensure awareness of its commitment to conducting business with respect for human rights and preventing violations within the value chain.

Penalty

Any person who violates the human rights policy shall be considered as acting against ERW's Code of Conduct and shall be considered a disciplinary penalty as defined by the Company. In addition, the person may be subject to legal punishment if the act is against the law.

This policy implementation is consistent with the intent of the Company to employees are treated with fairness, dignity, respect and equal opportunity along with ensuring community and social responsibility on the basis of safety and good quality of life. This includes encouraging business partners to grow responsibly together and respect the fundamental human rights of all stakeholders equally in accordance with the international practice for corporate social responsibility towards sustainable growth.

Reviewed and duly approved by the Board of Directors
at Meeting No. 8/2025, held on 24 November 2025