

## Human Rights Policy

### SCG PACKAGING PUBLIC COMPANY LIMITED

SCG Packaging aims to conduct business with ethics, adhering to responsibility toward society and all groups of stakeholders based on Good Corporate Governance principles and SCG Packaging's Code of Conduct. For human rights protection, SCG Packaging has strictly complied with laws and is committed to human rights respect in accordance with internationally accepted standards especially giving support to and complying with Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: ILO. Moreover, SCG Packaging also commit to manage Human Rights according to the Code of Conduct and other company-specific statements of commitment.

To ensure that SCG Packaging's business is free from human rights violation, the Board of Directors has deemed it appropriate to issue the Human Rights Policy and guidelines to prevent violation of human rights in every activity of SCG Packaging's business (direct activity), including suppliers/contractors in business value chain and joint ventures.

#### **Scope of Application**

This Human Rights Policy and requirements is applicable to all activities of SCG Packaging (employees, direct business activities, products and services) where SCG Packaging has management control such as own operations, companies 100% owned by SCG Packaging, subsidiaries and joint ventures.

SCG Packaging expects and encourages business partners of which SCG Packaging does not have overall control, such as associate companies and other companies in which SCG Packaging jointly invested as well as contractors, suppliers and other related parties to uphold and comply with this policy.

#### **Definition Terms in the Human Rights Policy**

“Human Rights” are rights inherent to all human beings, regardless of physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status as stipulated by laws of each country and treaty each country has commitment to. Human rights include the rights to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor and child labor, freedom of expression, freedom of association and right to collective bargaining, the right to work and working hours, the right to education, equal

remuneration and other rights such as personal data protection, occupational health and safety, and minorities in local community and community rights. Everyone is entitled to these rights, without discrimination in accordance with diversity and inclusion.

“Discrimination” is defined as the act and the result of treating people unequally by imposing unequal burdens or denying benefits, instead of treating each person fairly on the basis of individual merit. Discrimination can also include harassment.

“Harassment” is defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they are addressed. Non-sexual harassment includes but is not exclusive to mobbing and bullying, while sexual harassment includes a sexual component.

“Vulnerable Group” means a “population within a country that has specific characteristics that make it at a higher risk of needing humanitarian assistance than others or being excluded from financial and social services such as women, disability person, children, indigenous people, migrant workers and people, LGBTQI+, third-party contracted labor, contractors and community.

SCG Packaging means SCG Packaging Public Company Limited and the subsidiaries of SCG Packaging Public Company Limited based on the consolidated financial statements.

## **Human Rights Policy**

The Board of Directors, executives and employees of SCG Packaging at all level shall be aware of the importance of human rights and respect human rights of everyone in all aspects including social and community, laws of each country and treaty each country is committed to and:

- Treat everyone according to human rights principle on equal basis without discrimination;
- Avoid any act considered violation of human rights;
- Support human rights protection;
- Support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any related parties.

## **Guidelines**

1. Everyone shall respect human rights and treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without discriminating others based on their differences in physical and mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.

2. Perform duty with care to prevent any risks of human rights violation in business and commit to preventing all forms of harassment, including sexual harassments and other forms of harassment. SCG Packaging is committed to non-discrimination, anti-harassment and zero-tolerance policies against all forms of harassment (including sexual and non-sexual harassment) and discrimination, which dictate that any allegations are taken seriously and handled confidentially and sympathetically. If allegations are confirmed, remedial action, disciplinary action, dismissal, or legal action will be taken.
3. Everyone shall support communication and dissemination of the Human Rights Policy, education, creation of understanding, defining direction, and provide any support to employees, suppliers/contractors in the business value chain and those in the joint ventures to join the business with ethics, respecting human rights and treating everyone based on the human rights principle in this policy, and regularly check for understanding. Training for all employees and relevant parties on human rights including discrimination and harassment in the workplace shall be provided.
4. Everyone shall be vigilant about human rights respect; and shall not willfully neglect or ignore any act considered violation of human rights related to SCG Packaging, and shall report the incident to supervisors or responsible parties as well as cooperating in fact-finding investigations. Should there be any inquiries, the employees may consult their supervisors or responsible parties through designated channels.
5. Provide up-to-date and effective grievance mechanism and escalation process for reporting incidents, fairly treat and protect any whistleblower who reports a violation of the human rights of an individual related to SCG Packaging by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in the Whistleblowing Policy.
6. Continuously develop and conduct a due diligence process covering new investment or mergers and partnership in order to identify human rights risks and impacts as well as all potentially affected groups of stakeholders, to plan for corrective and preventive actions on addressing, preventing, and managing human rights violations in accordance with a unified organization-wide risk management framework which covers related industry and country specific issues, and to track and monitor the situation. Also, appropriate mitigation and remediation plan shall be set for human rights violation cases.
7. SCG Packaging is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
8. Any person who violates the human rights as well as having discriminatory or harassing behaviors, which are considered acting against SCG Packaging's Code of Conduct, shall undertake corrective action or be considered for disciplinary penalty as defined by SCG Packaging and may be subject to legal punishment if the act is against the law.

9. SCG Packaging is committed to communicate, report and disclose human rights implementations, mitigation and remediation as well as incidents of discrimination and harassment to the public in a complete and transparent manner.
10. Regularly review the Human Rights Policy by taking into account changes that are significant to the organization.

This policy is approved by the resolution of the Board of Directors on May 24, 2022, effective from May 24, 2022, onwards.

**Announced on May 24, 2022.**

*- Signed by -*

**(Mr. Prasarn Trairatvorakul)**

**Chairman of the Board of Directors**