

Non-Discrimination Policy

MMG Polymer Company Limited there is a commitment not to act or support any form of discrimination in employment, compensation, welfare, training and development opportunities, promotion or career advancement, termination of employment, or retirement. The Company hereby announces the following policies:

1. The company will not discriminate in employment, paying wages and compensation for work, providing welfare, and providing opportunities to receive training and development. Consideration of class or position, termination of employment or retirement, employment, etc. due to differences nationally in race, religion, language, age, gender, marital status, personal attitude toward sex, disability, HIV infection being an AIDS patient, trade union membership, being an employee committee popularity in a political party or other personal ideas.
2. The company will not obstruct, interfere, or take any action that will affect the exercise of the employee's rights that does not damage the business in conducting activities related to race, national customs, religions, genders, disabilities, being on the employee committee, trade union membership, political parties, or expressions based on personal attitudes.
3. The company will not do it by itself or through other people, or support actions such as recognition, discrimination, etc.
4. The company is not to dismiss or terminate employees without reason or discrimination, including the protection of employees' personal information and privacy.
5. Support the facilities necessary to perform the duties, including accurate information about the business situation, results of operations, and activities of the organization.
6. Take care of and promote occupational health and safety in the workplace of employees on the basis of safety and hygiene standards, employee participation, and equality. Both physical and mental conditions at work may affect the illness of employees.
7. Develop the skills, knowledge, and abilities of employees. and provide opportunities for advancement equally and without discrimination.
8. Avoid human rights violations both directly and indirectly, such as not being a partner or having a commercial alliance with an organization that violates human rights. Be careful when offering goods or services to other organizations for human rights purposes. Avoid joining organizations with anti-social activities and seek solutions for those affected or complainants of justice. have been corrected, received sufficient compensation, etc.
9. Promote equality without discrimination against employees, partners, customers, stakeholders, and other people with whom the organization is involved.

10. Respect citizenship and political rights, such as the right to freedom of expression, freedom of association, and peaceful association, and respect economic, social, and cultural rights, taking into account the potential impact of judgments on human rights violations. Implement activities, products, services, and new projects of the company, including the rights of local people.

Announced on 18 February 2025

A handwritten signature in blue ink, appearing to be 'Pitaya Tantipiriyakij'.

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(PITAYA TANTIPIRIYAKIJ)

PRESIDENT