

Policy of quality and labor protection

MMG Polymer Company Limited:

- Headquarter: 9/17 Thepkrasattri Road, Rasada, Muang, Phuket 83000 Thailand.
- Factory: 329, Moo 2, Thumyai, Thungsong, Nakorn Sri Thammarat, 80110 Thailand.

MMG Polymer Company Limited operates as a manufacturing of Prevulcanised latex, Special compound latex, and evaporated latex. Strive for excellence through realization of the importance of human resource development and fair labor practices. Not support any action to violation of the Principle of the International Labor Organization (ILO) Convention in accordance with the Declaration on Fundamental Principles and Rights at Work, 1998 as follows;

1. Promote freedom of association and recognition of the right to collective bargaining. Give employees the opportunity to express their opinion. Or complaints about unfair practices or improper conduct in the company, including protection of employees who report such matters.
2. Abolish and eliminate all forms of forced labor and human trafficking. Respect the rights of employees according to human rights principles and abide by labor laws, and other laws related to labor provide welfare in various fields. For employees as required by law, such as social security, etc. and other than those required by law, such as provident funds, and accident insurance, etc., as well as providing various types of assistance such as cremation allowance money, visit, fever, etc.
3. Cancel and/or not hire child labor under the age of 15 or child labor under the local law.
4. Non-discrimination in employment, including the determination of compensation and considering performance of merit under a fair evaluation process. Promote human resource development by training, seminars, including sending personnel to attend seminars and academic training in various fields. Related to develop knowledge and ability, including cultivating a positive attitude, morality, ethics, and teamwork.
5. Operating under the principles of safety, occupational health, and work environmental in all respects provide measures to prevent accidents. (monthly employees)Promote

employees to have consciousness of safety including training and good hygiene, and take care of the workplace in a hygienic manner. There is always safety arrangement for annual health check by considering the risk factors, according to the age, gender and work environmental of the individual.

Announced on 2 January 2025

Authorized Signature

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

(Mr.Pitaya Tantipiriyakij)

President