

Human Rights Policy

MMG Polymer Company Limited is committed to conducting its business with consideration for the Occupational Health and Safety and Employee welfare as well as all stakeholders, and is committed to respecting and promoting labor and human rights. They must also comply with standards of labor laws of Thailand including those international labor

This policy applies to MMG Polymer Company Limited and covers chairman, employees, contractors, and all business partners. The policy shall be implemented in accordance with the following;

MMG Polymer Company Limited is committed to ensuring:

1. Occupational Health and Safety, and Employee welfare and other stakeholders, including local communities.
2. Proactive awareness and mitigation of health, hygiene, and safety hazards/risks.
3. Respecting the rights of employees and refraining from any obstruction when employees assemble for collective bargaining with the Company.
4. Providing training programs to develop employees' skills and support the achievement of career objectives.
5. Ensuring working hours, holidays, and leave entitlements comply with applicable laws and local agreements

MMG Polymer Company Limited has established the following human rights objectives:

1. Prohibit the use of forced labor, child labor below the legal age, and all forms of human trafficking, and must provide for all workers to be protected as required by law. Must not enforce labors in whatever nature if they are not willing.
2. Pay respect to human rights, human dignity and equality, non-discrimination regardless of race, nationality, religion, gender, age, disability, social status or other factors.
3. Ensure the identification and assessment of risks, including the impact on human rights within the company on a regular basis. Determine appropriate monitoring, checking and managing systems.
4. Appropriately establish safe workplace and all employees are entitled to safety of work.

5. Communicate and disseminate knowledge and understanding to company employees and stakeholders, including support suppliers and business partners to conduct business by paying respect and treating everyone in accordance with human rights principles and equality.

MMG Polymer Company Limited will monitor progress toward achieving the following objectives by 2025:

1. Zero Accidents in the workplace.
2. 100% completion of all training topics according to the scheduled plan.

The Human Resources Department is responsible for developing labor and human rights policies, presenting annual objectives to management, and specifying the practices and tools the Company can use to support the achievement of its commitments and goals.

Top management must review this policy regularly, at least once every two years, and communicate any changes to the relevant parties. Management must ensure understanding of this policy, and any questions or suggestions can be directed to the Human Resources Department.

Announced on 1 July 2025

Authorized Signature

(Mr.Pitaya Tantipiriyakij)

President