

- TRANSLATION COPY -

Human Rights Policy

Respect for human rights is AMATA group's crucial responsibility vital to the sustainable business. AMATA is aware of the value and dignity of humanity, rights, freedom and equality of each and every person being certified and protected by Thai and international laws. It, therefore, respects and complies with both Thai and international laws regarding human rights, such as principles of humanity and rights of the International Labour Organization and Principles of the United Nations Global Compact (UNGC), as well as adhering to the responsibility for the society and all groups of stakeholders according to ALL WIN business philosophy and code of business ethics. AMATA also places an importance on human rights problem relating to the employees and all stakeholders within supply chain.

The Board of Directors, management and employees at all levels must be aware of the importance and respect human rights of each individual, society and community in all aspects in compliance with the laws of each country the Company operates in, as well as supporting the treaty each country is obliged to abide by, including:

- Fair treatment according to human rights principles without discrimination due to race, origin of nation or society, nationality, religion, gender, age, skin color, disability, language, political opinion, assets or economic status, group participation or any other social status not relevant to the operation or other matters
- Support of knowledge and understanding and encouraging the respect for fundamental human rights at all levels
- Avoidance of any action of and participation in a violation of human rights or a creation of negative impact on human rights
- Duties, responsibilities and support of the management and employees for the rights according to the social and international rules in every place in which AMATA operates its business to ensure that the business is not involved in or refrains from the action which violates human rights
- Communication and dissemination of knowledge and understanding, and provision of other support to related parties within the supply chain, i.e. contractors, goods and service suppliers and joint venture partners, to participate in fair business operation with respect for human rights and treatment to every person according to the human rights principles under this policy

- Regular review and assessment of risk and impact on human rights which has been or may be incurred from business activities throughout the supply chain to avoid, prevent and mitigate any impending effect to ensure that the services, labor practice, treatment to business partners and suppliers, working environment and joint ventures will not cause negative human rights impact on the groups of stakeholders and to show responsibility towards the society and environment
- AMATA's provision of various communication channels to provide an opportunity for the employees and stakeholders to report clues or complaints concerning the violation of human rights according to the guidelines under the policy on complaints report. The violation of human rights is a misconduct within AMATA group which will result in disciplinary actions. Additionally, if such action is illegal, it may result in legal penalty.

Group of Companies, Employees and Business Partners

Labor rights and working conditions of the employees within AMATA group and business partners comply with the labor standards, both internationally and according to the laws of each country AMATA and business partners operate their business in. The Company provides equitable remuneration whereby all employees have equitable remuneration rights for comparable work. Every staff has the right to receive fair remuneration according to the policy which covers the criteria as stipulated in the Good Corporate Governance Handbook, Code of Ethics and Human Resources Management Policy, as well as surveillance of safety and sanitation in workplace according to the Policy on Safety, Occupational Health and Work Environment.

In addition, AMATA group places an importance on and maintains fair work environment and a good example of business operation and other aspects according to the human rights, equitable rights of staff of all genders and status. It does not employ children or forced and alien labor which violates the law as well as other matters which do not respect the human rights principles or conduct according to the international standards regarding human rights, freedom and equality. AMATA group focuses on the fair treatment of all employees without discrimination due to race, religion, nationality, gender, age or educational background, and equitable rights to the people with disabilities. It also does not violate personal rights and freedom, both directly and indirectly.

The employees of AMATA group must treat other persons with respect and honor, and must conduct themselves appropriately to their role according to the rules and regulations of the Company

and customs without affecting the image of AMATA. AMATA group will not tolerate any sexual assault or harassment to the employees.

Business Partners

Business partners mean suppliers and contractors. AMATA group aims for the suppliers and contractors to respect the human rights and operate their business according to the principles stipulated in the Company's Supplier Code of Conduct, and to show their determination in preventing and being responsible for the effect from human rights violation caused by the operation of the suppliers and contractors by solving and handling the problems appropriately.

Effective as from May 1, 2019 onwards.

(Vikrom Kromadit)

Chairman of the Board and Acting Chief Executive Officer