

# Social and Labour Responsibility Policy

**Thai Optical Group Public Company Limited and Thai Optical Industry Company Limited** conduct their business with a strong commitment to meeting the expectations of stakeholders and upholding social and labour responsibility. In alignment with this commitment, the Company hereby establishes the following Labour and Social Responsibility Policy:

## Policy Statements

1. The Company shall comply with the requirements of **Thai Labour Standard TLS 8001:2020**, including the identification, collection, and implementation of applicable labour laws and relevant regulations.
2. The Company shall continuously review and improve its labour standards policies and management systems, and shall promote and encourage its suppliers and business partners to source materials and services responsibly, demonstrating labour and social responsibility.
3. The Company shall not engage in or support any form of forced labour, whether directly or indirectly.
4. Wages and compensation shall be paid at no less than the minimum standards prescribed by applicable laws.
5. Working hours, rest periods, and holidays shall comply with legal requirements. Overtime work shall be voluntary and shall not exceed **36 hours per week**.
6. Employees shall be provided with weekly rest days, traditional holidays, annual leave, and other types of leave at no less than the legal minimum.
7. The Company shall not engage in or support discrimination in any form and shall not obstruct or interfere with employees' lawful exercise of their rights.
8. The Company shall not impose disciplinary actions through wage deductions, physical punishment, or psychological punishment, and shall establish preventive measures accordingly.
9. The Company shall implement preventive and corrective measures to address sexual harassment and to eliminate all forms of violence in the workplace.
10. The Company shall not engage in or support the use of child labour under the age of **15 years**, whether directly or indirectly, in violation of the law.
11. The Company shall ensure that female employees, including pregnant employees and those who are breastfeeding, are able to work safely, and shall not terminate employment, demote positions, or reduce benefits due to pregnancy.
12. The Company shall respect employees' rights to establish, join, or participate in labour unions or employee committees, including the freedom of collective bargaining.
13. The Company shall ensure that employees work in accordance with occupational safety, health, and working environment measures, and shall respect employees' right to refuse unsafe work where adequate safety measures are not in place.

14. The Company shall provide labour welfare and social security benefits in accordance with legal requirements and shall promote employment welfare and career development to enhance employees' quality of life.

This policy is hereby announced for acknowledgment and strict compliance.

Announced on 30 April 2024