

Human Rights Policy

Ornsirin is committed to conducting its business with integrity, adhering to social responsibility and accountability to all stakeholders in accordance with good corporate governance and the Ornsirin Code of Conduct. In terms of human rights protection, Ornsirin complies with applicable laws and is committed to strictly respecting internationally recognized human rights standards, particularly the Universal Declaration of Human Rights (UDHR) and the United Nations Guiding Principles on Business and Human Rights (UNGPR), as well as complying with the Company's code of conduct and human rights-related policies.

To ensure that Ornsirin's business operations are free from human rights violations, the Board of Directors has established a Human Rights Policy and Practices to prevent violations in all business activities (Direct Activity), including those of business partners within the value chain.

Scope of Application

This policy serves as a guideline and is binding on the Board of Directors, management, employees, as well as business partners and other relevant stakeholders, including non-employees authorized to act on behalf of or represent the Company. These human rights requirements apply to all Ornsirin activities (direct business operations, products, and services) under the Company's control, such as Ornsirin's operations, wholly owned entities, and subsidiaries.

Ornsirin expects and encourages its business partners over which it does not have management control, such as joint ventures, other invested companies, suppliers, and relevant parties, to support and comply with this policy.

Definitions

"Human Rights" means the inherent rights of all human beings, regardless of physical or mental differences, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other factors under applicable laws or international treaties. These include the right to life and liberty, freedom from slavery and torture, human trafficking, abuse, forced labor, and child labor, as well as freedom of expression, freedom of association and collective bargaining, the right to work, working hours, equal pay, education, and other rights such as personal data protection, health and safety, minority rights, and community rights. All individuals are entitled to these rights equally and without discrimination, with respect for diversity and inclusion.

"Discrimination" means unequal treatment of individuals, including imposing additional burdens or denying equal benefits instead of treating individuals fairly based on their rights. Discrimination may also include harassment.

"Harassment" means any unwelcome or inappropriate conduct or expression toward another person. Non-sexual harassment may include intimidation, bullying, or defamation, while sexual harassment involves sexual elements.

"Child Labor" means employment of individuals below the legal minimum age (under 15 years old), and any work performed by such individuals.

“Vulnerable Group” means individuals who lack the ability to protect their rights and interests due to lack of power, education, resources, or other factors, and who are at risk of human rights impacts, such as women, persons with disabilities, children, indigenous peoples, migrant workers, LGBTQI+ individuals, workers of business partners, partners, and communities.

“ Ornsirin” means Ornsirin Holding Public Company Limited and its subsidiaries as presented in the consolidated financial statements.

Human Rights Policy

All directors, executives, and employees of Ornsirin at all levels must recognize the importance of and respect human rights in all aspects for all individuals, as well as society and communities, in accordance with applicable laws and international obligations, including:

- Treat all individuals equally in accordance with human rights principles without discrimination.
- Avoid actions that violate human rights
- Support and promote human rights
- Communicate, disseminate, educate, establish guidelines, monitor, and support relevant stakeholders

Practices

1. Respect human rights by treating all stakeholders and vulnerable groups with dignity, respect, and equality, without discrimination based on physical or mental conditions, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other factors.

2. Exercise due care in performing duties to prevent risks of human rights violations in business operations and prevent all forms of harassment, including sexual and non-sexual harassment. Ornsirin adheres to non-discrimination, anti-harassment, and zero tolerance for all forms of harassment. Complaints will be taken seriously, treated confidentially, and handled with empathy. If allegations are substantiated, appropriate remedies, disciplinary actions, termination, or legal actions will be taken.

3. Treat employees fairly and equally, including non-discriminatory compensation practices, ensuring quality of life in accordance with the law, prohibiting child labor and forced labor, supporting legal migrant labor, and promoting occupational health and safety. These requirements apply to all Ornsirin group companies and business partners.

4. Respect customer rights by treating customers fairly and protecting their personal data.

5. Protect personal data of employees, job applicants, current and former employees by establishing regulations and controlling access and disclosure, including obtaining employee consent for access to personal data and privacy.

6. Respect the rights of business partners by treating them fairly, implementing transparent procurement processes to promote fair competition, and encouraging partners to adhere to human rights principles.

7. Respect community rights by recognizing community interests, listening to feedback, and promoting community participation.

8. Communicate and disseminate this policy, provide education, establish guidelines, and support employees, partners, and value chain businesses to ensure ethical operations and respect for human rights, with regular assessments and training on human rights, discrimination, and workplace harassment.

9. Monitor and ensure respect for human rights, and not ignore or overlook any potential violations related to Ornsirin. Such matters must be reported to supervisors or responsible persons, and cooperation must be provided in investigations. Inquiries should be directed through established channels.

10. Establish effective and modern whistleblowing and complaint channels, ensuring fairness and protection for individuals reporting human rights violations related to Ornsirin.

11. Develop and implement ongoing human rights due diligence processes from the investment stage to identify risks and impacts, define affected stakeholders, establish mitigation and prevention measures, and align with enterprise risk management, including remediation processes where violations occur.

12. Commit to building and maintaining an organizational culture that upholds respect for human rights in accordance with this policy.

13. Any act of human rights violation, discrimination, or harassment is considered a breach of the Ornsirin Code of Conduct. The Company will take corrective and disciplinary actions in accordance with Company regulations and may pursue legal action if required.

14. Commit to communicating, reporting, and disclosing human rights performance, mitigation, remediation, and incidents of discrimination and harassment transparently to the public.

15. Regularly review the human rights policy, taking into account significant changes affecting the organization.

Effective from 15 August 2024 onwards.