

## **Respect for Human Rights and Fair Labor Practice Policy**

BlueVenture Group Public Company Limited (referred to as "the Company") and its affiliated companies recognize and emphasize the importance of respecting human rights with fairness and equality, taking into account the dignity, humanity, and freedom of individuals. The Company does not discriminate based on place of origin, ethnicity, nationality, skin color, gender, age, language, religion, culture, social class, disabilities, marital status, physical and health conditions, personal status, economic or social background, societal beliefs, educational background, political views, and other fundamental principles as defined by international human rights laws. Thus, a policy and code of conduct has been established for the board of directors, executives, and all employees to ensure fair treatment in the workplace, which must be strictly adhered to.

### **Guidelines**

- (1) Provide equal opportunities for directors, executives, and all employees, including those in subsidiaries, to work under the same lawful rules, regulations, notices, and orders of the Company.
- (2) Emphasize labor practices by treating employees fairly in accordance with labor laws and related regulations.
- (3) Ensure equality in all employment processes, from recruitment, compensation, working hours and holidays, task delegation, performance evaluations, training and development, career progression planning, and more without bias.
- (4) Avoid any actions or words that may violate or harass any individual and refrain from biased treatment or discrimination against anyone.
- (5) Promote awareness and understanding among all personnel regarding their rights, duties, and responsibilities towards others and society.
- (6) The Company does not employ forced labor, illegal child labor, or engage in any threatening, harassing, or violent acts against any personnel, whether physical or psychological.
- (7) Offer fair, appropriate, and equal compensation and benefits based on capability.
- (8) Provide a positive working environment, including procuring necessary equipment to protect against workplace hazards.
- (9) Encourage and support continuous training for employees, both internally and externally, including overseas, to learn new techniques, enhance professional expertise, boost potential, and increase organizational efficiency and comprehensive customer service.

- (10) Equip safety systems and tools in compliance with regulations and laws to protect employees, customers, and the community from potential risks or hazards that could impact lives, property, the environment, and the reputation of customers.
- (11) Support employees in their research and development efforts to invent and innovate modern tools, equipment, and solutions in line with international standards that are practical for actual use, aiming to reduce service costs for both the organization and customers.
- (12) Provide opportunities and avenues for employees to voice concerns or offer suggestions arising from their work through suggestion boxes, postal mail, email, or the Human Resources department, ensuring that the identity and information of the complainant remain confidential.
  - 1) Postal Mail:  
BlueVenture Group Public Company Limited  
No. 100/22, Sathorn Nakorn Tower, 15th Floor, North Sathorn Road, Silom, Bangrak,  
Bangkok 10500
  - 2) E-mail: [HumanResource@blueventuregroup.co.th](mailto:HumanResource@blueventuregroup.co.th)
  - 3) Through the company's website under the section "Complaint".