



HUMAN RIGHTS POLICY

OF TRIPLE I LOGISTICS PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES

Triple i Logistics Company Public Company Limited and its subsidiaries (hereafter: the "Company") have an ideology in conducting business with integrity and adhering to social responsibilities to all stakeholders in accordance with the corporate governance principles. It aspires in promoting and protecting human rights both inside and outside the Company through the principles of ethics and good corporate governance.

To ensure that the business operations of the Company is free from human rights violations, the Company operates its businesses in compliance with the UN Guiding Principles on Business and Human Rights (UNGPR) and the Declaration on Principles and Human Rights as follows

- ILO Convention No. 29 on Forced Labor
- ILO Convention No. 100 on Equal Remuneration
- ILO Convention No. 105 on the Abolition of Forced Labor
- ILO Convention No. 138 on the Minimum Age of Labor
- ILO Convention No. 182 on the Elimination of the Worst Forms of Child Labor
- ILO Convention No. 187 on Occupational Safety and Health

Definition

Human rights: human dignity, fundamental inherent rights and freedoms and equality without discrimination on the basis of race, religion, gender identity, skin color, language, ethnicity or any other status in accordance with Laws of each country (Source: National Human Rights Commission)

Scope

This policy applies to the Company's business operations, including investments in related businesses (i.e., mergers, acquisitions, and joint ventures). Furthermore, partners and business associates are also encouraged (referring to organizations, groups of people, or individuals supplying raw materials and services to the Company) as well as stakeholders. These parties shall be aware of the Company's human rights policy for the adoption of the same business practice in the human right aspect throughout the Company's supply chain.



Human Rights Policy

The Board of Directors, executives and employees of the Company at all levels respect the human rights in every aspect of every person, society and community according to the laws and treaties applied in each country. The Company's personnels shall consider the importance of human dignity, freedom and equality of individuals including compliance with laws and international business practices. The policy covers the right to collective bargaining, freedom of association, equal remuneration, anti-discrimination, protection against harassment in both sexual and non-sexual, preventions of human trafficking, forced labor and child labor along with other relating rights. Careful attention must be given to the rights of the vulnerable groups, namely: children, disabled people, women, minorities, immigrants, indigenous peoples, local communities, foreign workers, contract workers LGBT group and the elderly in all of the Company's activities to ascertain that there are no human rights violations. This applies to all stakeholders throughout the value chain. The Company encourages partners and suppliers to respect the human rights and apply human rights principles under this policy. The human rights policy has been established as follows:

Guidelines

1. Respect and obey the law and principles of human rights of individuals equally. respect each other refrain from discriminatory acts based differences in race, origin, religion, belief, gender diversity, skin color, language, ethnicity, social status or any other status. This applies all stakeholders in all areas where the Company operates.
2. Exercise caution in performing duties to prevent risks of human rights violations in business operations both directly and indirectly to all stakeholders.
3. Regularly identify and assess risks which include the risk of the impact on human rights in business activities in a comprehensive and systematic manner in all of the Company's businesses and throughout the value chain. Specify guidelines for appropriate monitoring handling of human rights incidents. Such incidents must be addressed in a timely manner whereby appropriate and effective remedial processes must be provided in accordance with the principles of justice and equality.
4. Support and promote human rights among all stakeholders in all forms. Stakeholders are required to respect and comply with human rights principles.



5. Communicate, disseminate, educate, set guidelines and provide any other support to those involved in conducting business throughout the business value chain, including all employees in the company, suppliers, contractors, as well as joint venture partners. This is to enable such parties to conduct business with integrity and respect in accordance to this human rights policy. It also includes the prohibition of the use of child labor or forced labor within the Company and its supply chain.
6. Employees are encouraged to exercise their rights as citizen as stipulated by the constitution and the laws.
7. Monitoring the for human rights aspects. Never neglect or ignore when witnessing actions that constitute Human rights violations relating to the Company. Incidents must be reported to supervisors or responsible persons. and cooperate in the investigation. If there are any questions or inquiries, consult with the supervisor or responsible person through the specified channels.
8. Provide protection and fair treatment to individuals who report human rights violations relating to the Company. Implement measures to protect complainants or those who cooperate in reporting human rights violations in accordant to the Company's policy and guideline for whistleblowing and protection for whistleblowers of fraud and corruption.
9. Continuously develop and implement human rights due diligence processes in order to identify the risk of human rights violations. Identify the affected groups or individuals. Plan and determine guidelines for resolving and preventing human rights violations. Conduct follow-up inspection by providing mitigation measures that are appropriate to the consequences of violations.
10. Committed to creating and maintaining a corporate culture that respect the human rights in accordance with this Human Rights Policy.
11. Human rights violations are considered as an unethical act, perpetrators of human rights violations will face disciplinary actions according to the Company's regulation and may be prosecuted in accordance to the laws.

This policy shall be effective from 21 February 2023 by the approval of the Board of Directors' meeting no. 1/2023.