

Human Rights Policy

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Objective

The objective of this policy is to promote ethical conduct and prevent human rights violations in accordance with the Company's corporate values (as defined below).

Scope

This policy applies to the Board of Directors, management, employees, and trainees of the Company, and to non-employees who are authorised to act on behalf of, or as representatives of, the Company.

The Company encourages its key stakeholders throughout the value chain to uphold human rights standards consistent with the Universal Declaration of Human Rights (as defined below) as part of their corporate code of conduct.

Definitions and Abbreviations

The Company	Origin Property Public Company Limited and all of its affiliates ¹
Universal Declaration of Human Rights	Adopted by the United Nations General Assembly in 1948 (B.E. 2491), comprising 30 articles that affirm the rights of every individual in the world. More details at: http://www.un.org/en/universal-declaration-human-rights/
Harassment	The following acts are considered harassment: • Physical or verbal abuse or humiliation of a person • Threatening or intimidating others • Teasing or making unwelcome comments about others' differences Sexual harassment includes, but is not limited to, behaviour that: • Is sexually suggestive and is threatening, hostile, malicious, or abusive • May be seen as making sexual relations a condition of work performance or of employing a person

Child	A person under 15 years of age ² , unless local law sets a higher minimum working age, in which case the higher age applies.
Child labour	Any work performed by a child below the age specified in the definition above ³ .
Modern slavery	The recruitment, transfer, harbouring, or receipt of children, women, or men through the use of force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation. Such acts are crimes under the UK Modern Slavery Act 2015, and include holding a person in slavery, compelling a person to submit to servitude, forced labour, or facilitating travel with the intent of subsequent exploitation.
Human trafficking	Any act of recruiting, harbouring, transporting, providing, or receiving persons for forced labour or commercial sexual exploitation by means of enticement, coercion, or deception.

¹ "Affiliate" means a company or entity that has the power to control, is controlled by, or is under common control with the Company. "Control" and related terms ("controlling," "controlled by," "under common control") mean legal ownership or beneficial/equitable ownership, direct or indirect, of not less than 50% of the registered and paid-up shares of the company or juristic person.

² Source: "Guidance Document for Social Accountability 8000 (SA8000®:2014)," Social Accountability International.

³ Source: "C138 – Minimum Age Convention, 1973 (No. 138)," International Labour Organization.

Policy Requirements

The Company respects human rights in every respect and is committed to protecting and supporting human rights as set out in the Universal Declaration of Human Rights and its two accompanying covenants: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. The Company will avoid violating human rights and avoid complicity in human rights violations by others, and will comply

with the laws of every country in which it does business. The Company is also committed to developing its human rights policy to meet the highest standards.

1. Respect for Human Rights

The Company respects human rights in every jurisdiction in which it operates. It will identify and prevent human rights violations in any form, and will mitigate the impacts of its business activities through risk assessment and appropriate mitigation measures.

2. Discrimination, Bullying and Harassment

The Company is committed to protecting employees and stakeholders from discrimination, bullying, and harassment (whether sexual or non-sexual) in all forms, arising from differences in ideology, race, skin colour, religion, sex, sexual orientation, domicile, nationality, ethnicity, family status, social origin, cultural background, age, disability, economic and social status, or any other status recognised as a human right. The Company will adopt reasonable and comprehensive practices in its business operations and workplace to eliminate bias, discrimination, bullying, and harassment.

3. Fair Treatment of Employees

The Company will treat all employees with respect, fairness, and honesty, and will honour its agreements with all employees in accordance with the terms and conditions of employment, including local laws and practices.

4. Employee Training

The Company will provide the guidance and training necessary for employees to ensure that this policy is implemented effectively, recognising, as employer and service provider, the importance of every employee. This training includes initial employee training and refresher training on all principles set out in this policy, so as to comply with industry standards and all relevant laws and regulations.

5. Accessibility

The Company will take all appropriate steps to ensure that employees, customers, and visitors with disabilities or impairments can access its buildings and premises. The Company will take reasonable steps to ensure that customers and employees can access Company vehicles, and will fully comply with the relevant laws of the countries in which it operates. The Company will ensure

that information is available to customers and employees in various formats according to their needs, so that all employees and visitors can access facilities as appropriate.

6. Working Hours

The Company's working hours will follow industry guidelines and the standards of each country. Employee compensation will be fair and will reflect local labour market rates and conditions. The Company will always pay compensation at no less than the minimum wage rate prescribed in the relevant country.

7. Recruitment

Recruitment must be fair, equal, and consistently even-handed for all applicants. The Company will take workforce diversity into account, recruiting openly, and suitable applicants will not be excluded in any way.

8. Child Labour

The Company will absolutely not employ child labour, and adheres to the United Nations Convention on the Rights of the Child (1989), which provides, among other things, that "in all actions concerning children, the best interests of the child shall be a primary consideration," and that the child's right to be protected from economic exploitation and from performing any work that is likely to be hazardous, to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development, is protected. The Company does not tolerate illegal child labour, forced labour, or bonded labour, and expects its customers, manufacturers, and suppliers to do likewise. The Company will strictly comply with laws on child labour in the localities where it operates.

9. Disciplinary Issues

The Company will not use or tolerate corporal punishment, physical or mental coercion, or verbal abuse. The Company has disciplinary procedures for dealing with employees found to be involved in conduct that violates, or acts in violation of, the Company's standards.

10. Freedom of Association and Collective Bargaining

The Company respects employees' right to join (or not to join) employee associations without fear of retaliation, interference, or harassment, so long as

such associations are not contrary to local law. The Company will not obstruct constructive dialogue on matters relating to the working environment and conditions of work.

11. Modern Slavery and Human Trafficking

Modern slavery is a crime and a fundamental violation of human rights. It can take many forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which share the deprivation of another person's freedom by others in order to exploit them for personal or commercial gain. The Company remains committed to ensuring transparency in its business and in its approach to managing modern slavery throughout its supply chain. We expect all our contractors, manufacturers, and suppliers to maintain high standards like ours, and we hope our manufacturers and suppliers will hold their own manufacturers and suppliers to equally high standards.

12. Reporting Violations

The Company encourages all employees and stakeholders to report human rights violations of any kind so that the Company is made aware of them through the channels it provides, such as the whistleblowing channel or other channels specified in the Whistleblowing Policy. In addition, the Company will take necessary action in accordance with appropriate remedial procedures to assist any employee whose human rights have been violated by a third party or outside person.

13. Policy Communication

The Company will ensure that this policy is clearly communicated to all employees through the new-employee orientation programme and other communications issued by the Human Resources department.

14. Disciplinary Action

Any person involved in a breach of this policy, including but not limited to illegal child labour and slave labour, bias, discrimination, bullying, and harassment, will be liable to penalties under local laws and regulations. The Company will take remedial action against such person as it deems appropriate and as permitted by law, which may include termination of employment or termination of the related business relationship.

Enforcement

Where any provision of this policy conflicts with the laws, rules, and regulations of a relevant local regulatory authority such that the provision is void or unenforceable, the laws, rules, and regulations of that local regulatory authority shall prevail. However, where any business unit or location has practices stricter than this policy or than established customary practice, the stricter practice shall be considered and followed.

Related Documents

None

Revision History

Version	Approved by	Date approved	Key changes
Original	Board of Directors	Meeting No. 1/2022 (B.E. 2565), 15 June 2022	–

Note: The Human Rights Policy is part of the Business Code of Conduct.