



Human Rights Policy

บริษัท เอ็น.ดี. รับเบอร์ จำกัด (มหาชน)

N.D. Rubber Public Company Limited

Human Rights Policy

N.D. Rubber Public Company Limited (“**NDR**” or “**the Company**”) respects and complies with human rights principles and regulations, including provision of protective measures and avoidance of Human Rights violation on our employees, joint ventures, business partners (suppliers, contractor, and customers) and local communities under the provision of Thai national and international laws, including other regulations, i.e., Thai Constitution, the United Nation Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

The Company uses the Human Rights Policy as a framework for human rights management and guidelines for the Company's operations. and companies in the group conduct business, Which identifies and manages human rights issues, especially topics related to employees, joint ventures, business partners (suppliers, contractors, and customers) and local communities where we have operations.

The Company Employees and Joint Ventures

The Company employees’ rights and their working conditions, as well as joint ventures comply with labor standards not only internationally, but also the provision of national laws where the Company and our joint ventures operate. This includes compliance with the Company Corporate Governance & Business Code of Conduct Handbook, Human Rights Policy, Safety, Occupational Health, Environment. We also commit to comply with the International Labor Organization standards, such as freedom of associations, non-discrimination, refrain from using child and forced labors, and placing importance of rights of vulnerable groups i.e., children, disabled people, pregnant women, women under breast-feeding, and minorities.

In addition, the Company places great importance on equal rights of women under the Convention on the Elimination of All Forms of Discrimination against Women. This includes respect of nationalities, social status, health, education, right to work, social classes, races, etc.

The Company intends and maintains in fair working conditions and serving as business role model in respect of human rights. This includes providing opportunities to employees in order to express their opinions on any issues, especially related issues on human rights.

Business Partners

Business partners refer to suppliers, contractors, and customers, including other organization that are established contractual relationship with the Company operation.

The Company expects suppliers and contractors to respect on human rights and operate their business in compliance with Supplier Code of Conduct. In addition, the Company urges its suppliers and contractors to express their commitment on identification, prevention, mitigation, and taking responsibility for company's collateral impacts on human rights. In case of human rights violations, the Company expects suppliers and contractors to develop mitigation measures to rectify and manage issue of human rights violations as appropriate.

The Company collaborate with customers, for instance, we provide channels for customer to give feedbacks and recommendations on any related issues and human rights issues.

Local Communities

The Company commits to being good neighbor and trustworthy partner with local communities. We support communities' rights in restoring and maintaining traditions and local wisdom through implementation of communities' development projects as appropriate and improvement of living quality of local communities. This includes provisions of channels for local communities to give feedbacks regarding our operation.

The Company to embed Human Rights Policy in all relevant functions of operations by integrating and envisaging human rights principles in the Company level policy and related managing frameworks. All the Company business units are obliged to strictly comply with principles, especially through interaction with business partners, suppliers, contractors, customer, and local communities.

The Company expects all executives, employees, business partners, suppliers, and contractors to always respect and support human rights principles.

The Company continually monitors, verifies, and evaluates risks and impacts of human rights. We define guidelines or measures in appropriately managing risks by assigning all functions to govern and manage risks under their responsibilities.

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The Company initiates two-way communication channel to encourage knowledge, understandings, and conduct business with respect of human rights. This includes provision of open channels for employees and stakeholders to raise their concerns, identify problems, and complain through Whistle Blowing system in case of incidents or misconduct of human rights violations.

Guidelines

All Executives and employees have the responsibility to follow the human rights guidelines, adhere to the laws and respect for human dignity, rights and liberty, and treat all parties equally.

- Carry out, promote, protect and encourage respect for fundamental Human Rights at all levels. The Company shall also ensure that no person receives any harassment in both sexual and non-sexual forms and unfair treatment or is subjected to discrimination against race, nationality, skin color, lineage, age, religion, gender, physical and mental abilities, social and economic status, culture, political opinion, marital status and any other characteristics.
- Executives and employees have duties and responsibilities to promote the rights in accordance with social and universal rules wherever NDR Group conducts businesses. This is to ensure that such business conduct does not contribute to or refrain from committing any act which results in Human Rights violation. Accordingly, executives and employees should also give priority in business dealings with customers, suppliers, mergers and acquisitions who also have respect for Human Rights.
- Abide with the gender equality NDR promotes the achievement of the SDGs and the Convention on the Elimination of All Forms of Discrimination against Women. NDR also highly values gender equality

throughout the supply chain to ensure that there is zero human rights impact. NDR also supports no discrimination against race, nationality, skin color, lineage, age, religion, gender, physical and mental abilities, social and economic status, culture, political opinion, marital status and any other characteristics.

- Determine and maintain fair working conditions for all, as well as, being good examples for conducting business and for other related aspects in line with Human Rights, such as prevention of child labor. NDR follows the universal standards concerning the principles of Human Rights, rights, liberty and equality.
- Recruit new joiner fairly and do not discriminate any employees, by which there are opportunities for all employees to grow in the organization and benefits are provided equally.
- Support good employment condition by taking into consideration on safety, health, working condition and environment on the operation.
- Provide workshop regarding Human Rights to both managers and employees to understand the basic rights that everyone should have. This might reduce the risks of misconduct on human right in business operation.
- The Company will develop human rights due diligence of the Company and companies in the group conducting business. To identify human rights risks issues, Assess the impact and determine measures to prevent and reduce impacts. Including appropriate remedial measures and mitigation processes. or have righteousness or accepted.
- If the persons act in any way that violates or fails to comply with this policy. It is considered a violation of the company's ethics. This must be considered for disciplinary action according to the company's regulations. And if that action is considered a legal offense, it may be punishable by law.

The Human Rights Policy, is considered and approved by the Board of Directors Meeting No. 4/2023 on 10 November 2023.



(Mr. Pongsak Swadwan)

Chairman of the Board of Director
N.D. Rubber Public Company Limited