

CENTRALRETAIL

HRP-2108

Regulation on Human Rights for Labor

11 November 2021 Central Retail Corporation Public Company Limited, Subsidiaries and Associates (the "Company") has established the human rights policy in supervision of the Company's business operations.

To minimize the risk of possible human rights violation, the Company sets out the regulation of practices on human rights to meet international standards which cover fundamental rights and labor rights that are in line with the Company's context. In addition, the Company monitors the practices throughout value chain to ensure that they accord with the guidelines as follows:

1. Forced Labor

- 1.1. Not engage in any form of forced labor
- 1.2. Not engage in imprisonment or debt bondage of labor or any financial penalty such as non-payment, withholding or late payment of wages.
- 1.3. Not request for or accept money or pledge, or retain identification documents from employees in exchange with employment unless the actions are not against the laws.
- 1.4. Not engage in coercion, intimidation, or any form of violence through physical, verbal or mental abuse.
- 1.5. Not limit mobility rights or engage in isolation e.g. banning employees from travelling outside of the workplace or residential area, isolating them from the community and society.
- 1.6. Not engage in any form of human trafficking labor.
- 1.7. Not deprive of rights and privileges or refuse to provide basic human needs.

2. Child labor

- 2.1. Not engage in or support the hiring of child labor under the age specified by the laws.
- 2.2. Not engage in or support working in unsafe conditions or environment hazardous to child labor's health, safety, or development.
- 2.3. Not engage in or support child labor without the parents' consent.
- 2.4. Not engage in or support child labor that interferes with their compulsory education.

3. Women labor

- 3.1. Not assign female employees to do hazardous work harmful to health or physical conditions as specified by law.
- 3.2. Provide equitable pay for male and female employees for work in equal job grade or position.
- 3.3. Provide safe working environment for pregnant employees so that it is not harmful to their occupational health.

CENTRALRETAIL

- 3.4. Not dismiss, demote, or reduce benefits and welfare of pregnant employees due to their pregnancy.
- 3.5. Provide facilities necessary for pregnant or breastfeeding employees at work.

4. Migrant workers

- 4.1. Hire and support the hiring of migrant workers who possess legal work permits.
- 4.2. Provide clear employment contracts written in the language the migrant worker understands.
- 4.3. Provide fair wages and proof of every payment.

5. Occupational health, safety, and environment

- 5.1. Provide safe workplace appropriate for the nature of work of each person and complying with laws or associated regulations in order to minimize risks of accidents, injuries, or any factor affecting physical or mental health of employees.
- 5.2. Provide sufficient safety equipment and training to raise employees' awareness of safe workplace and act accordingly.

6. Equality and non-discrimination

- 6.1. Recruit employees based on job requirements and qualifications and not discriminate against any job applicant due to any other distinctions.
- 6.2. Commit to non-discrimination in hiring, compensation, welfare provision, promotion, and transfer, while not discriminate or promote discrimination against any other distinctions.
- 6.3. Commit to non-discrimination in employees' training, and career progression, taking into account the suitability for each job position.
- 6.4. Set and disclose performance evaluation results to employees in a transparent and fair manner in order to enable them to improve their performance.
- 6.5. Not infringe on or impede employees' rights to be exercised due to any other distinctions.
- 6.6. Not engage in termination and retirement due to any other distinctions.

7. Prevention of violence, menace, and harassment

- 7.1. Prohibit violence, menace, and harassment of any kind.
- 7.2. Prohibit power harassment or sexual harassment that might cause trouble, intimidation, humiliation or disdain, unsafe environment, threatening, hostile or offensive environment, unreasonable interferences, including effects on hiring, recruitment, appointment, transfer, or compensation.

CENTRALRETAIL

8. Compensation

- 8.1. Provide employees' wages, overtime pay, and benefits in compliance with legal requirements.
- 8.2. Provide written and clear proof of payment to notify employees about the amount of payment, compensation, indemnity, and benefits in compliance with legal
- 8.3. Provide employees' access to social security and other benefits in compliance with legal requirements.
- 8.4. Encourage voluntary provident fund consisting of both the Company's and employees' contributions to make financial savings for retirement, resignation, disability and assurance for their family in case of untimely death. In this regard, the provident fund shall be established in accordance with the law.

9. Working hours

- 9.1. Offer clear start and finish times and appropriate hours of work and overtime in compliance with the laws.
- 9.2. Provide time and attendance system.
- 9.3. Provide reasonable breaks and rest periods.
- 9.4. Provide leaves, including vacation, business and other leaves, as well as provide annual public holidays in compliance with the laws.

10. Freedom of Association and Collective Bargaining

- 10.1. Respect the right to freedom of opinion and expression, and the right to file a complaint through channels provided by the Company.
- 10.2. Respect the employees' decision whether to join or not join a union or club, in which peaceful, weapon-free assembly can be performed as long as it does not affect productivity and continuity in service providing.
- 10.3. Not infringe on the right to assembly, except if the said infringements are done to protect public interests, to maintain peace and order, or to prevent any violation of the laws or the Code of Conduct.

11. Dismissal and indemnity payments

- 11.1. Not terminate employees from their job in an unfair manner.
- 11.2. Notify a termination to employees in advance and offer compensation in compliance with laws.

12. Penalties for non-compliance with this regulation

- 12.1. Penalties under applicable law
Business units are responsible for any actions that do not comply with this regulation and may be liable under the law, including but not limited to:
 - 12.1.1. Civil liability under the Civil and Commercial Code.

CENTRALRETAIL

12.1.2. Criminal penalties, according to the penalty rates of a specific nature.

12.1.3. Damages to business units, personnel or other partners (if any) who participated or ignored to comply with this regulation.

12.2. Penalties under work regulations and code of conduct

Business units may be liable in the event of actions that do not comply with this regulation. This is at the discretion of executives or management and the company's work regulation that have imposed the penalty in relation to the harassment or offense under with this regulation.

This regulation is effective from 11 November 2021 onwards.

- Signed -

(Mr. Yol Phokasub)

Chief Executive Officer

Central Retail Corporation Public Company Limited