



Policy of Quality And labor protection

(Announcement: 2)

Muang Mai Guthrie Public Company Limited : -

- Head Office : 9/17 Moo.6, Thepkrsattri Road, Rasada , Muang , Phuket 83000
- Suratthani Plant : 7 Moo.8 , Khlongcha-Eun , Phanom , Surat-thani 84250
- Nakhonsritammarat Plant : 329 Moo.2 , Thamyai Thungsong , Nakhon Sritammarat 80110

Muangmai Guthrie Public Company Limited operates as a manufacturer and distributor of **concentrated latex** , **Skim Block** , **Epoxidise Natural Rubber (ENR)** and **MG Rubber** products. Strive for excellence through realization of the importance of human resource development and fair labor practices. It is also committed not to support and will not take any action. This is a violation of the Principle of the International Labor Organization (ILO) Convention in accordance with the Declaration on Fundamental Principles and Rights at Work, 1998 as follows:

1. Promote freedom of association and recognition of the right to collective bargaining. Give employees the opportunity to express their opinions. Or complaints about unfair practices or improper conduct in the company. Including protection of employees who report such matters
2. Abolish and eliminate all forms of forced labor. Respect the rights of employees according to human rights principles. And abide by labor laws And other laws related to labor Provide welfare in various fields For employees as required by law, such as social security, etc. and other than those required by law, such as provident funds And accident insurance, etc., as well as providing various types of assistance such as cremation allowance Money, visit, fever, etc.
3. Cancel and / or not hire child labor under the age of 15 or child labor under the local law.
4. Inactivity Which constitutes employment discrimination By providing a hiring process And fair employment conditions Including the determination of compensation And considering performance of merit under a fair evaluation process Promote human resource development by organizing training seminars, including sending personnel to attend seminars and academic training in various fields. Related to develop knowledge and ability Including cultivating a positive attitude, morality, ethics and teamwork
5. Operating under the principles of safety. Occupational health and work environment in all respects provide measures to prevent accidents. And encourage employees to have a sense of safety Including training And promote employees to have good hygiene And take care of the workplace in a hygienic manner There is always safety Arrange for an annual health check By considering the risk factors according to the age, gender and work environment of the individual.

Announced on 1 November, 2023

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(MR.PITAYA TANTIPIRIYAKIT)

PRESIDENT : MUANG MAI GUTHRIE PUBLIC COMPANY LIMITED.