



MUANG MAI GUTHRIE PUBLIC COMPANY LIMITED บริษัท เมืองใหม่กัททรี จำกัด (มหาชน)

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Registration No. 0107548000331

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Human Rights Policy

Muang Mai Guthrie Public Company Limited is a corporate entity engaged in the production of natural rubber products for domestic and international sales. We are committed and emphasize on the paying respect to the principles of human rights. We also expect our suppliers, business partners and other stakeholders to give the same commitment as well as to monitor and ensure that the company activities do not involve in human rights violation. They must also comply with standards of labor laws of Thailand and partners' countries including those international labor organizations as follows:

1. Must not employ child labors whose age does not meet the criteria specified by law and must provide for all workers to be protected as required by law. Must not enforce labors in whatever nature if they are not willing.
2. Pay respect to human rights, human dignity and equality, regardless of race, nationality, religion, gender, education, age, disability, social status or other factors.
3. Identify and assess risks, including the impact on human rights within the company on a regular basis. Determine appropriate monitoring, checking and managing systems. Appropriately establish safe workplace and all employees are entitled to safety of work.
4. Be willing to support and not obstruct when the employees gather for negotiation between employees and company.
5. Arrange appropriate working hours and wage according to the law and required standard.
6. Communicate and disseminate knowledge and understanding to company employees and stakeholders. Support suppliers and business partners to conduct business by paying respect and treating everyone in accordance with human rights principles and equality.

Announced on October 2, 2023

Mr. Chanon Wongvun
General Manager