



Human Rights Policy

Srisawad Corporation Public Company Limited

Principle

The Company realizes that the key to operate a sustainable business is to respect for human rights. It is relevant to employees, organizations, customers, communities, societies and business partners. Therefore, we have established a human rights policy to ensure that the company operates in accordance with important legal principles and international standards.

The board of directors including executives and employees respect for all aspects of human rights and also promote the respect for human rights, equal treatment and non-discrimination, avoid human rights violations, avoid engaging in human rights violations committed by others and comply with the laws of Thailand and abroad in which the company does business. As well as having communication human rights practices for stakeholders to contribute to human rights policy.

Scope of deployment

This policy covers all operations of the company including the company suppliers and business partners. The company encourages employees, suppliers and business partners to put this policy into practice utterly.

Practice guidelines

The company believes that all human beings are born free and equal in dignity and rights without any distinction such as race, religion, gender, language, culture or any other states. The company has guidelines for each group of stakeholders as follows:

Customers

- The company respects for the rights of customers and treats customers fairly, equitably and indiscriminately.
- Establish policies with fair customer service practices. It covers the sales process, starting from providing complete, accurate information that meets customer needs as well as after-sales service to provide customers with impressive, transparent and fair services.
- The company realizes and focuses on the protection of the customer's personal information by strictly managing the customer information security system.

Employees

- The company has established human rights in code of conduct with emphasis on support and respect for the protection of human rights by fostering an understanding of human rights among employees to provide employees with knowledge and encourage them to act properly.
- The company values all employees equally and fairly, does not discriminate and violate labor rights, unused of forced labor and child labor including illegal labor. Respect their rights to join Trade Unions.
- The company provides channels for complaints about violations of human rights to determine the cause of the problem and prevent it.
- The company provides all workplaces with proper working environment and safety. Requiring officers to check all branches and workplaces in order to maintain the safety and availability of equipment operation including the prevention of risk of accidents occurred in all workplaces.

Suppliers and business partners

The Company encourages its suppliers and business partners to conduct their business in a transparent and fair manner, as well as determining factors such as fair trade, human rights and labor protection as a basis for selecting suppliers and business partners.

Local community

The company respects for human rights in the following ways;

- Reaching people in the community to have opportunities to use the financial services of the company.
- Support the business of the community, such as a project to recommend good local restaurants and provide loans at a special interest rate for doing business.

- Focus on building relationships with local people, providing knowledge and suggesting correct financial management practices to the local communities where the company branches are located.

However, all executives will promote and support actions to achieve the objective and to convey the human rights policy to all employees and stakeholders as well as to the general public.

