



บริษัท ยูนิมิต เอนจิเนียริง จำกัด (มหาชน)

UNIMIT ENGINEERING PUBLIC COMPANY LIMITED

ทะเบียนเลขที่ 0107548000323 <http://www.unimit.com>

(Translation from Thai text)

At B.C. 044/2023

Human Rights Policy and Practices

Unimit Engineering Public Company Limited recognizes the importance of respecting international human rights by adhering to social responsibility and all groups of stakeholders in accordance with the Company's Business Code of Conduct, encouraging employees to exercise their rights equally and righteously according to the law, and avoiding participation in all forms of human rights violations in the Company's business operations, to prevent human rights violations. The practices are as follows:

Practices

1. All employees have the opportunity to learn, improve their skills, and reach their full potential, as well as the right to freely express opinions that benefit the Company in accordance with applicable laws, work regulations, and requirements, without infringing on the rights and freedoms of others.
2. All employees are prohibited from violating the human rights of others, regardless of race, religion, language, culture, education, gender, age, or physical or mental health.
3. The Company has no policy of employing children under the age of 18 or illegal foreign workers.
4. The Company establishes guidelines for fair stakeholder treatment for employees, business partners, customers, and business associates in order to conduct business with integrity and respect for human rights.
5. The Company shall treat all employees equally in accordance with the provisions of the law, work regulations, and other relevant requirements and regulations, including respect for the local traditions and culture where the Company is located.
6. The Company operates with a sense of community and societal responsibility, paying close attention to compliance with various safety, security, hygiene, and environmental standards, as well as the impact on natural resources and the environment.
7. The Company treats everyone fairly and without discrimination in accordance with Human Rights Principles.

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(Mr. Bundit Lertprasertsuk)

Chief Executive Officer

Date...27 January 2023...