

Human Rights Policy

Leo Global Logistics Public Company Limited

Human Rights Policy

Leo Global Logistics Public Company Limited ("The Company") recognizes the crucial role of social responsibility. To conduct business responsibly and sustainably, it adheres to and respects human rights principles. Therefore the human rights policy ("the Policy") has been developed and implemented to guide its operations, ensuring compliance with applicable national and international laws, regulations, and standards relating to human rights. These include the United Nations Universal Declaration of Human Rights (UNDHR), UN Global Compact (UNGC), The International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO), UN Guiding Principles on Business and Human Rights (UNGPs). In this regard, the Company's operation covers every party that may be affected such as employees, children, women, the disabled, communities, locals, business partners' labors, and foreign workers. To confirm that its businesses have no human rights violation, the Company has determined the policy and the guideline concerning human rights to prevent human rights violation in all of its businesses – as well as its business partners in business value chains' and its joint ventures'.

Scope of Operation

This Human Rights Policy is applied for every activity of the Company (employees, direct business activities, products and services) that the Company possesses the administrative authority. For example, the Company and its subsidiaries' businesses as well as joint ventures.

The Company also extends its expectation and promotion of the compliance with this policy among business partners that Company possesses no administrative authority such as associated companies, other joint ventures, contractors, suppliers and other related parties.

Definition

Human rights mean inherent rights of every human being, regardless of physical or mental condition, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, or any other factors as defined by the laws of each country and the treaty to each country is obligated to adhere. Human rights include the rights to life and liberty, freedom from slavery and torture, freedom of expression, freedom of association, the right to work, the right to education and other rights. Everyone is entitled to these rights, without discrimination.

Employees mean executives and employees of all levels and positions who perform their duties under the employment contract of the Company.

Stakeholders mean customers, business partners, contractual parties and those involved in the business of the Company.

Policies & Guidelines

1. The Company recognizes and respects the human rights of employees and all stakeholders involved in the Company's business operations. It promotes a culture of mutual respect and equality where individuals are valued based on their ideas and perspectives, regardless of characteristics such as color, religion, gender, nationality, age, disability, or any other status. Discrimination in any form is not tolerated.
2. The Company performs its duties with utmost caution and recognizes the importance of preventing human rights violations in its business operations. As such, human rights practices are integrated into all aspects of the business operations along the value chain to mitigate potential risks.
3. The Company will not engage in acts that violate human rights, in particular, forced labor, illegal use of migrant workers, child labor, human trafficking, and violation of the right to personal information.
4. The Company respects the rights of customer, treats the customer fairly, and shall not violate the personal information of the customer.
5. The Company is committed to creating a safe and respectful work environment where all employees are treated humanely and with dignity. This includes a zero-tolerance policy for violence, sexual harassment and physical, mental, or verbal abuse. The Company also upholds hygiene standards, operational safety measures, and promotes a culture of high performance.
6. The Company will ensure fairness and protection for individuals who report human rights violations related to the Company by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in Whistle blowing Protection Policy.
7. The Company will inspect and follow up on the results of managing and solving human rights violations according to the inspection and follow-up process, including providing support and cooperation in resolving impacts caused by or related to the Company.
8. The Company expects all employees and business partners to respect human rights and to report any violations they witness to their superiors or other responsible persons for factchecking. Any concerns or questions can be raised through specified channels, and the Company will provide protection to those who report violations in accordance with its whistleblowing or complaint policy.

9. Any violations of human rights will be considered a breach of the Company's business ethics and will be subject to disciplinary action in accordance with the Company's regulations. If the violation is also illegal, it may result in legal consequences. Lack of awareness or understanding of this policy and applicable laws will not be accepted as an excuse for noncompliance.

Human Rights Policy will take effect from January 24, 2025 onwards.

-Signature-

(Mr. Sanee Dangwung)

Chairman of the Board of Directors

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