



บริษัท สหอุตสาหกรรมน้ำมันปาล์ม จำกัด (มหาชน)  
**United Palm Oil Industry Public Company Limited**

CORPORATE HEADQUARTERS  
64 Soi Bangna-Trad 25, Khwaeng Bangna Nuea,  
Khet Bangna, Bangkok 10260, Thailand

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www.upoic.co.th

## The Human Resource Development Policy

The Company delivers a business concept base on integrity, discipline, and a good perception of staff and workers by supporting and promoting employees' expertise, personal competency, working skill, good motivation, and health consciousness. In addition, the Company provokes diligence and perseverance, job indulgence, and self and social responsibility. Therefore, the Company effort following the human resource management guideline to accomplish the goals as follows;

1. Every employee is treated fairly, equally, and gratefully.
2. The Company must operate impartially regarding employment, compensation, training, resignation, and retirement of employees by considering ethnicity, caste, nationality, religion, disability, gender, sexual discrimination, union membership, and political affiliation. The career path and job position are determined by education qualification, competency, experience, health, and other requirements for a particular job position.
3. The Company disallows forced labor, such as detention, and is confined by concerned documentation. Employment of children under 15 years old is prohibited. Employees who have not become their legal ages are not allowed to work in the workplace and outside under hazardous, risky, and unsanitary conditions
4. The Company does not allow the employee to act in sexual harassment, even by eyesight and physical character. It also involves sexual threatening, coercion, and force for other benefits.
5. The Company provides workplaces with safe, hygienic, and sanitary conditions, such as drinking water, toilet, etc. The Company set up a procedure to prevent accidental incidents and health injuries in the workplace. Further, a training program for such is regularly set up, and a scheme to research and detect the possible safety hazards and health injuries is managed to avoid the incidence.
6. The Company trusts that good communication in the workplace could enhance work efficiency and good interrelationship; therefore, the Company provides the proper communication channel to an employee on appropriate occasions.

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A Subsidiary of Lam Soon (Thailand) Public Company Limited



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7. The Company affords human resources development continuously.
8. The Company respects the right of the negotiation process between the Company and an employee. The Company allows an employee to gather and collaborate on the negotiation activity in the workplace and to join the union labor as a member freely.
9. The Company does not intervene in employees' beliefs and activities to abuse their objectives for ethnicity, caste, nationality, religion, disability, gender, sexual discrimination, union memberships, and political affiliation.
10. The Company intends to set up the policy on social responsibility and labor conditions clearly and appropriately and monitor, control, and continually improve the system to sustain human resource management.

The policy is effective from the announcement date,

Announced on January 3, 2022

Mr. Nattaporn Thawornyuttitam

Human Resources and Administration Manager

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## The Human Right Defender Policy

Human Rights defender" is a term usually used after the Universal Declaration of Human Rights or UDHR announcement in 1998. Until now, United Palm Oil Industry Public Company Limited ("UPOIC") has devoted much attention to protecting and keeping the human rights defender's information secretly for security and in line with such laws.

In addition, UPOIC is not interfering, even through threats and intimidation, with any activity of human rights defenders and whoever else strives for human rights, whatever involves the Company's business. The Company, therefore, expects our business partners to act accordingly to not intervene in the legal activity of human rights defenders or restrict freedom of any association or group of people's opinion, where are peaceful protests for the society's prosperity.

The policy is effective from the announcement date.

Announced on January 3, 2022

Mr. Nattaporn Thawornyuttitam

Human Resources and Administration Manager

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