



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

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HR Announcement No. HRA 23/2024

Human Resources Management Policy

The Company conducts its business based on principles of virtue, discipline, unity, and harmony among employees, and promotes the development of employees' knowledge, abilities, skills, motivation, and health. Additionally, we encourage employees to be diligent, love their work, and be responsible to themselves and society. For the Company's operations to be carried out successfully, the Company has therefore established a policy to serve as a guideline for human resource management as follows:

1. Treat all employees fairly and equally, with respect and dignity, as valued members of the organization.
2. All employment practices, including recruitment, remuneration, training, termination, and retirement, will be conducted fairly and without discrimination based on race, caste, nationality, religion, disability, sex, sexual orientation, or political affiliation. These processes will be based solely on qualifications relevant to the position, such as educational background, knowledge, skills, experience, and physical requirements. Employees will be placed in positions that best match their qualifications, and rotations or transfers will be determined fairly on a case-by-case basis.
3. The Company will not engage in, or support forced labor practices, such as confinement or false imprisonment, through documentation. Besides, the Company will not support child labor under the age of 15 in dangerous, unsafe, or unsanitary conditions both inside and outside the workplace.
4. The Company shall not permit any employee to engage in sexual harassment, including inappropriate eye contact, speech, physical touch, abuse, or any form of exploitation.

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A Subsidiary of Lam Soon (Thailand) Public Company Limited



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5. The Company shall provide employees with a safe, hygienic, and sanitary workplace and environment. This includes providing drinking water and restrooms. The Company shall also establish procedures to prevent accidents, occupational hazards, and health risks arising from the work environment. The Company shall provide regular training to employees on these procedures. In addition, the Company shall implement systems to identify, avoid, or manage any potential hazards to the health and safety of employees.
6. The Company is committed to effective communication, which will foster positive relationships in the workplace by ensuring employees are well-informed of relevant news.
7. The Company will support and encourage continuous employee development.
8. The Company respects the rights of employees to assemble, negotiate, and join a labor union (if any). This includes the freedom to negotiate and communicate with union members in the workplace.
9. The Company will not interfere with any beliefs or activities related to race, caste, nationality, religion, disability, sex, sexual orientation, or political affiliation of the employees.
10. The Company shall establish an appropriate and clear policy regarding social responsibility and labor. This policy shall be regularly monitored, reviewed, and revised to ensure the sustainability of the labor management system.

Announced on 3rd May 2024

(Mr. Nattaporn Thawornnyuttitam)

Human Resources and Administration Manager

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