



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

CORPORATE HEADQUARTERS
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HR Announcement No. HRA 26/2024

Company's Promotion of Breastfeeding Policy

The United Palm Oil Industry Public Company Limited recognizes and prioritizes breastfeeding by including it in the welfare benefits for employees and their families. The Company provides a breastfeeding zone to support employees who breastfeed at work, in accordance with the following policy:

1. Provide employees with information on the benefits of breastfeeding and the Company's policy to promote breastfeeding.
2. Allow the employee to work in a flexible manner and provide time for the breastfeeding process during work hours until the child reaches 24 months of age.
3. Provide facilities and equipment for employees to breastfeed and store breast milk for their children.
4. Promote communication among employees who have recently given birth to exchange experiences and assist each other.
5. Female employees have the right to breastfeed for up to nine months before returning to work, especially when working with chemicals.
6. In cases where an employee is unable to breastfeed naturally, such as due to insufficient breast milk or if the child has stopped breastfeeding, the employee can return to work involving exposure to chemicals.
7. In cases where the employee cannot breastfeed naturally, such as not having enough breast milk, the child stops breastfeeding, employees can return to work related to chemicals.

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A Subsidiary of Lam Soon (Thailand) Public Company Limited



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Therefore, this announcement is made to inform and implement regulations to achieve the objectives.

Announced on 3rd May 2024

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