



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

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HR Announcement No. HRA 31/2024

Labor Relation Policy

The Company is committed to promoting various activities to foster excellent labor relations. This is to ensure mutual understanding between the management and employees so that conflicts can be resolved quickly and with the greatest satisfaction of all parties. The aim is to collaborate to enhance benefits and contribute together appropriately. To achieve this, the Company will take the following steps:

1. Provide fair and appropriate benefits to all employees without the demands.
2. Consider every employee as a member of the same family.
3. Appoint and assign supervisors to support their employees.
4. Prioritize the development of individuals before focusing on their job.
5. Treat employees equally, without exceptions.
6. Promote activities for employees and their families to foster strong relationships.
7. Resolve every issue fairly. The Company shall address problems attentively, such as utilizing consultation.

Announced on 3rd May 2024

(Mr. Nattaporn Thawornyuttitam)

Human Resources and Administration Manager

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A Subsidiary of Lam Soon (Thailand) Public Company Limited