



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
Tel +66-(0)2-744 1046
Fax +66-(0)2-361-8988-89
www.upoic.co.th

HR Announcement No. HRA 09/2025

Child Labor Policy

1. The Company shall not employ a child under fifteen years of age as an Employee.
2. In the case of employment of a young employee under eighteen years of age, the Company shall comply with the child labor law.
3. The Company shall not demand any pledge from the employee and shall pay wages directly to them.
4. In the case of employment of a young employee under eighteen years of age, the Company shall provide a rest period of not less than one consecutive hour after the employee has worked for not more than four hours.
5. The Company shall not require a young employee to work between 22.00 hours and 6.00 hours or to work on a holiday.
6. The Company shall not require a young employee to perform hazardous tasks, such as heavy lifting, harvesting, operating or controlling a crane, or work involving chemical substances.
7. The employee shall be entitled to take Leave for attending meetings or seminars as stated in law and receive wages of a working day throughout the period of Leave, but not exceeding thirty days per year

As announced on May June 4, 2025

(Mr. Nattaporn Thawornyuttitam)

Human Resources and Administration Manager

ESTATE OFFICE / MILL

98 Moo 6, Nuaklong-Khao Phanom Road,
Huayoong Sub-district, Nuaklong District,
Krabi 81130 Thailand

Tel +66-(0)75-666 075
Fax +66-(0)75-666 072



A Subsidiary of Lam Soon (Thailand) Public Company Limited