



SIAM FOOD (2513) CO., LTD.

290-290/1, TCC Building, 6th Floor, Surawong Road,

Si Phraya, Bang Rak, Bangkok 10500 Thailand

Tel. (662) 287-7000 Fax. (662) 670-0154

Labor and Social Responsibility Policy

Siam Food (2513) Company Limited is a leading food manufacturer in Thailand. We commit to develop and produce safe and high quality food products that comply with international regulations food standards, code of business conduct, meet and exceed customer's specifications and expectations. We always endeavor to satisfy the company's stakeholders with a long-term commitment to sustainability.

We establish this policy for all employees, all level and all nationality, to implement and maintain:

1. Comply with all requirements Labor Law and Social Responsibility Standards, national law and other relevant requirements.
2. Train all employees to be aware of Labor Law and Social Responsibility Standards. Encourage employee participation at non-management levels that facilitates communication with top management.
3. Support and encourage Create economic sustainability, good governance, access to technology. and knowledge with business partners to follow Labor Law, Social Responsibility Standards and environmental, including creating safe and hygienic working conditions for employees.
4. Investigate and correct any non-compliance with this policy and do not punish, relocate, terminate or discriminate against employees who give any information regarding breaches to the policy.
5. Disclose information on the implementation of the Labor Law and Social Responsibility Standard to the public for suggestions toward continual improvement.
6. Respect for internationally recognized human rights of the supply chain. We shall not engage in or support human trafficking, forced labor or child labor and will not tolerate any forms of slave labor, bonded labor, sexual exploitation or any illegal activities and we will follow the Labor Law and Social Responsibility Standard. In addition, all employees will keep possession of and control over their identity documents.

The company communicates this policy to all employees and concerned stakeholders.

A handwritten signature in blue ink, appearing to read "S. Boonsupa".

(Mr. Suwicha Boonsupa)

President

6 January, 2025