



Human Rights Policy

TOA Paint (Thailand) Public Company Limited. and its subsidiaries, including all entities under TOA Paint (TOA Group) worldwide, prioritize respecting and complying with the principles of human rights laws while preventing and avoiding violations of human rights that may affect stakeholders, such as employees, business affiliates (subsidiaries, joint ventures, mergers, and acquired entities), business partners (suppliers, contractors, and customers), and local communities. These principles align with the provisions set forth by Thai and international laws, including the Constitution of the Kingdom of Thailand, the Universal Declaration of Human Rights (UDHR) of the United Nations, the UN Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.

Scope of Implementation

TOA Group expects their executives, employees, business affiliates, business partners, suppliers, contractors, and customers to always uphold and support these principles. The organization is committed to addressing human rights violations within the company, surrounding communities, vulnerable groups, and all stakeholders.

Guidelines

TOA Group identifies and manages human rights-related issues, particularly concerning employees, business affiliates, business partners, and the local communities in which the company operates. The company has outlined the following human rights practices:

Human Rights in the Workplace

TOA Group recognizes the importance of labor rights and appropriate working conditions in compliance with international labor standards, the International Labour Organization (ILO) principles, and applicable national laws where the company operates. These standards are explicitly defined in the TOA Group's Corporate Governance and Code of Conduct Handbook, Human Rights Policy, Quality, Security, Safety, Occupational Health, Environment Policy and Business Continuity Management, BCM Policy.

The organization is committed to ensuring equal treatment and non-discrimination based on origin, race, nationality, religion, gender, age, skin color, sexual orientation, disability, or any other status unrelated to job performance. This principle applies to employment, compensation, training, promotions, and legally mandated employee rights, including: a safe and healthy working environment, Right to the



freedom of association and Right to collective bargaining, the elimination of excessive working hours, right to a minimum or living wages, equal pay for equal work.

TOA Group does not condone any form of human rights violations, such as harassment, bullying, abuse, violence, child labor, forced labor, and human trafficking. The company also prioritizes the rights of vulnerable groups, including children, persons with disabilities, women, local communities, LGBTQ+ individuals, the elderly, pregnant women, minority groups, migrants, third party-hired workers, and indigenous peoples.

TOA Group is committed to maintaining fair working conditions and promoting a business model that aligns with human rights principles. Employees are encouraged to express their opinions freely, particularly on human rights matters. The company will not tolerate harassment or discrimination that could impact employees, business affiliates, business partners, or local communities.

Human Rights and Business Partners

TOA Group is committed to treating business partners fairly, without discrimination, while respecting mutual rights and data privacy. It ensures fair treatment of suppliers and contractors and conducts transparent procurement processes to promote free and fair competition. The company encourages its suppliers and contractors to uphold human rights principles, as outlined in TOA's Supplier Code of Conduct, and expects them to identify, prevent, mitigate, and take responsibility for any human rights impacts within their operations. In cases of human rights violations, business partners are expected to implement appropriate corrective measures.

TOA Group collaborates closely with customers and provides channels to receive feedback and complaints related to human rights matters.

Human Rights and Local Communities

TOA Group aims to be a responsible corporate neighbor and a trustworthy partner for local communities, committing to respecting community rights by promoting community engagement, open communication, and participation. The company encourages the preservation of traditions and local wisdom, supports community development initiatives, and strives to enhance the well-being of local communities. It also provides appropriate channels for communities to express concerns regarding the company's operations.



Human Rights Due Diligence Process (HRDD)

TOA Group has established a continuous Human Rights Due Diligence Process (HRDD) to monitor and evaluate human rights compliance within its organization and throughout its value chain. The process includes: Defining the scope of human rights assessments, identifying human rights risks, implementing management measures to mitigate risks, monitoring and reviewing human rights impacts, enforcing penalties and corrective actions for human rights violations

Each business unit is responsible for overseeing and managing human rights risks within its respective scope.

Complaint Management and Human Rights Remedies

TOA Group provides whistleblowing channels for stakeholders to report human rights violations, ensuring confidentiality and protection for complainants. The company has developed remediation processes to address and resolve human rights violations effectively.

Raising Awareness and Human Rights Communication

TOA Group is committed to communicating this policy to all employees, suppliers, contractors, and external stakeholders through various channels, such as bulletins, intranet, website, Supplier's Codes of Conduct, and human rights training sessions.

This policy is effective from May 1, 2025, onwards.

TOA Paint (Thailand) Public Company Limited

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