

Announcement

Human Rights Policy

Premier Marketing Public Company Limited operates as a distributor of consumer products under the philosophy of the Premier Group of Companies: “**Progressive Business, Stable Employees, Sustainable Society.**” The Company has consistently adhered to this as its guiding principle, emphasizing good corporate governance within a management framework characterized by strong ethics, transparency, and accountability. Furthermore, the Company supports and promotes, and is particularly committed to supporting and upholding, the **Universal Declaration of Human Rights (UDHR)** and the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**, which are founded on three pillars: **Protect, Respect, and Remedy**. This commitment includes diligent implementation of various human rights policies issued by the Company.

To ensure that the Company's business operations protect and respect human rights and are free from human rights abuses, it is deemed appropriate to establish this policy as a guideline for preventing human rights violations in all business activities. This policy shall be observed and acknowledged by all Directors, executives, and employees of the Company, and shall be communicated to customers, shareholders, business partners in the value chain, and the public. These rights include the human rights of customers, the human rights of employees, the human rights of shareholders, and the human rights of business partners, vendors, and/or creditors, as follows:

The Company is strongly committed to encouraging its business partners (Contractors), trading partners (Suppliers), and other relevant parties to support and adhere to this guideline as well.

Human Rights

Human Rights refers to the inherent rights of every individual, irrespective of differences in physical or mental condition, race, nationality, origin, ethnicity, religion, gender, sexual orientation (LGBTQI+), language, age, skin color, education, social status, culture, customs, or other matters under international laws of each country without segregation. This includes the right to life and liberty, freedom from slavery, torture, harassment, human trafficking, forced labor, and child labor; the freedom of expression; the right to work, working hours, equal compensation, education, personal data protection, health and safety; the rights of local minorities in communities; and community rights.

Harassment

Harassment refers to unwelcome expressions and/or actions directed towards an individual in an interaction. This may include collaborating to verbally abuse and bully others. Harassment defined herein refers to non-sexual harassment, as sexual harassment involves sexual elements.

Vulnerable Group

Vulnerable Group refers to individuals who lack the capacity to protect their own rights, as well as the capacity to protect their own interests, due to factors such as lack of education, lack of strength, lack of power, and lack of resources. They are at risk of being adversely affected in terms of human rights, such as women, children, persons with disabilities, migrant workers, persons with diverse sexual orientations (LGBTQI+), and the labor force of business partners or suppliers, etc.

Discrimination

Discrimination refers to the unequal and non-equitable treatment of individuals, including employees, business partners, and other relevant parties. This includes the failure to provide equal benefits, discrimination in access to legal rights and freedoms, and unequal opportunities for individuals, instead of treating individuals fairly and equally based on what they are fundamentally entitled to. Discrimination may also include harassment.

All levels of the Board of Directors, executives, and employees of **Premier Marketing Public Company Limited** shall prioritize, recognize, and respect all aspects of this Human Rights Policy concerning all relevant individuals, including the society, communities, business partners, and stakeholders, in accordance with the laws of each country. This includes, but is not limited to:

- Supporting and promoting the principles of human rights and avoiding actions that constitute human rights violations, including against Vulnerable Groups.
- Ensuring equal treatment of all individuals based on human rights principles, without discrimination.
- Ensuring that all operations are conducted in accordance with good ethics, fairness, impartiality, and equality.
- Communicating information, disseminating knowledge, building understanding, and establishing guidelines for monitoring and providing support to relevant parties.

Guidelines

1. Human Rights of Customers

- The Company shall treat all customers equally in terms of providing information, news, and advice regarding products, usage instructions, and product benefits to ensure maximum advantage for the customers, while delivering high-quality products and services that meet customer expectations.
- The Company shall strictly adhere to all terms and conditions with customers, ensuring fairness and equal treatment regardless of differences in physical or mental condition, race, nationality, origin, ethnicity, religion, gender, sexual orientation (LGBTQI+), language, age, skin color, education, social status, culture, or customs.
- The Company shall protect and safeguard the personal data of customers to ensure the highest level of security when they use the Company's products and services.

- The Company shall provide channels for customers to file complaints, submit comments, and provide suggestions to the Company. The Company shall ensure appropriate management of these complaints and provide remedy in the event of any human rights violation.

2. Human Rights of Employees

- The Company shall respect the equality of individuals in employment, offering opportunities to job applicants without discrimination based on differences in physical or mental condition, race, nationality, origin, ethnicity, religion, gender, sexual orientation (LGBTQI+), language, age, skin color, education, social status, culture, or customs. This shall include Vulnerable Groups and the prevention of forced labor.
- The Company shall protect and prohibit all forms of harassment or sexual harassment in the workplace.
- The Company shall appropriately and fairly safeguard the interests, wages, compensation, and welfare of all employees at every level. The Company shall treat all employees equally and without discrimination to ensure quality of life and well-being resulting from the Company's work management.
- The Company shall promote the development of employees' knowledge and abilities by providing inclusive and consistent opportunities, while enhancing their competencies, skills, and attitudes in alignment with the Premier Group's philosophy.
- The Company shall prioritize listening to employees' opinions and suggestions, which must be based on facts, and shall respect the freedom of employees to express their views and suggestions.
- The Company shall provide designated channels for employees to submit grievances to the Company in accordance with established guidelines. The Company shall ensure appropriate management of these complaints and provide remedy in the event of any human rights violation.
- The Company shall protect and safeguard employees' personal data to ensure maximum security, and shall not use personal data in a manner that violates employees' rights.

3. Human Rights of Shareholders

- The Company shall promote and protect the shareholders' right of ownership to oversee the Company's operations, including the rights to attend meetings, express opinions, vote on various resolutions, approve capital reduction/increase, and approve the change, transfer, disposal, and receipt of dividends, as well as the right to inspect the shareholders' registry.
- The Company shall regularly and fully present reports and disclose information regarding the Company's operations based on facts, and shall inform shareholders universally of various rules and procedures regarding shareholding.
- The Company shall recognize and prioritize the rights of shareholders and **shall not** commit any action that violates or encroaches upon the rights of the shareholders.
- The Company shall protect and safeguard the personal data of shareholders to ensure the highest level of security in their shareholding with the Company.

4. Human Rights of Business Partners, Vendors, and/or Creditors

- The Company shall provide equal opportunities to all business partners for whom the Company acts as a distributor to participate as commercial allies, without discrimination.
- The Company shall treat business partners, vendors, and/or creditors equally and fairly, while considering the Company's best interests and basing the relationship on the principle of receiving equitable returns for both parties.
- The Company shall protect and safeguard the personal data and confidential information of its business partners, vendors, and/or creditors, and shall not disclose such information to other business partners or irrelevant parties. This includes safeguarding against the embezzlement or misuse of intellectual property, confidential data, and personal data belonging to business partners.
- The Company shall adhere to the principles of fair business practices, advertising, and competition, which includes strict compliance with all relevant laws and regulations.

Additionally, the Company shall strictly comply with labor protection laws, ensuring no forced labor, adhering to legally mandated working hours, and providing fair wages and compensation to employees as prescribed by law. Furthermore, the Company shall supervise, promote, and protect its business operations to ensure they do not adversely affect the working environment for employees and do not negatively impact the environment of the society.