

Announcement

Labor Management Policy

Premier Marketing Public Company Limited operates its business under the philosophy of the Premier Group of Companies: “**Progressive Business, Stable Employees, Sustainable Society**,” which the Company has consistently adhered to as its guiding principle. Recognizing the significance and value of its employees, which directly impacts its operations, the Company has established this policy and guidelines for governing and supervising the treatment of employees, as follows:

1. The Company shall not engage in or support the use of forced labor in any form and shall not demand or accept security deposits, identification cards, or any identification documents from employees, whether upon hiring or after commencing employment, or as a condition for employment, unless otherwise permitted by law.
2. The Company shall not engage in or support the employment of child labor under the age of eighteen (18) years.
3. The Company shall not assign female employees to work that is hazardous to their health or body as prescribed by law. Furthermore, the Company shall ensure that pregnant female employees work or remain in an environment that is not harmful to their health, well-being, and safety. In addition, the Company shall not terminate the employment, demote, or reduce the benefits of any female employee on the grounds of pregnancy.
4. The Company shall legally employ foreign workers, covering employment contracts, work permits, wages, safe working conditions, and other requirements as stipulated by law.
5. The Company shall establish a policy for respecting human rights and shall not engage in or support discrimination in employment, payment of wages and compensation, provision of welfare, opportunities for training and development, consideration for promotion, or termination of employment. The Company shall not interfere with, obstruct, or take any action that affects the activities, exercise of rights, or practices of employees based on differences in physical or mental condition, race, nationality, origin, ethnicity, religion, gender, sexual orientation, language, age, skin color, education, social status, culture, customs, trade union membership, political preference, or other personal beliefs.
6. The Company shall establish policies and guidelines for the administration of wages and compensation, which shall refer to a wage structure relevant to the job characteristics and not less than the minimum required by law. This shall include severance pay and benefits to which employees are legally entitled.
7. The Company shall not require employees to work longer than the prescribed limits, including overtime work and work on holidays. Normal working hours, including the start and end times of work, shall be clearly defined. The total duration shall not exceed the legally stipulated limits for each type of work. The Company shall provide employees with rest periods during work, meal breaks, and rights to various leaves, annual leave, and other entitlements as prescribed by law.