

Company Announcement

Policy and Guidelines for Human Rights covering Stakeholders in the Organization and the Supply Chain

Land and Houses Public Company Limited and its affiliates value respect for human rights of all stakeholders and require that all directors, executives, and employees strictly adhere to human rights as common practice, taking into account equality, freedom of people with respect to their dignity and rights without discrimination, whether gender, age, race, nationality, language, religion, or education. It supports no activity that violates international human rights and pursues respect for human rights as a robust organizational culture, from one generation to the next, appropriate to prevailing situations and social conditions. The Company follows the practice of respect for human rights in compliance with applicable international practices such as United Nations Universal Declaration of Human Rights (UNDHR). Comprehensive risk assessment of human rights is conducted in the entire organization and the value chain to be aware of the potential risks of human rights in order to prevent risks, lay down remedial guidelines in case of violation of human rights, as well as mapping out complaint channels in case of violation. These moves ensure that the Company will operate business with due prudence and will in no way violate human rights. The Company commands the following practices:

Human Rights for Customers

- Take care and treat all customers with equality, non-discrimination, respect for individual equality, and strive to create customers' satisfaction and confidence in goods and services.
- Completely disclose information, news, and advice on goods and services without distortion, as well as transparent and equal compliance with contracts or terms.
- Maintain and protect personal data of customers, command efficient measures to prevent data leaks, and limit access to data only by relevant parties.
- Provide a complaint mechanism for customers through complaint channels, expression of opinions, as well as remedial and fair measures for customers affected by violation of human rights.

Human Rights for Employees

- Treat all employees fairly without discriminating against the country of origin, race, nationality, gender, age, skin color, religion, expression of opinions, physical condition, financial status, family background, or any other difference.
- Set up a process to identify risks and potential impacts from work so as to provide guidelines preventing risks of employees' violation of human rights and provide regular review of the risks of violation of human rights.
- Refrain from acting or supporting all forms of forced labor, and refrain from extorting money or confiscating personal documents of the employees, with the exception of lawful actions.
- Refrain from employing or supporting the hiring of children under 15, and refrain from using child labor to work in an unsafe environment or an environment that is hazardous to health.
- In employing foreign labor, the Company respects the law, including employment contracts, work permits for foreign workers, wages, and a safe work environment.
- Communicate, educate, and raise awareness of human rights among employees to ensure that they recognize the importance of human rights and participate in ethical business operations.
- Make fair compensation payment and various forms of benefits, safeguard the interests of all employees, and provide an equal opportunity for career advancement.

- Provide channels for complaints and whistleblowing for witnesses or those affected by violation of human rights, and command measures to protect whistleblowers, as well as fair remedial measures for those affected by violation of human rights.
- Respect the employees' freedom to express their opinions, including their decisions to participate or not to participate in activities.
- Refrain from neglecting violation of human rights by imposing disciplinary measures for the violators of human rights, who may also be punishable by law.

Human Rights for Shareholders

- Respect the rights of shareholders, treat all shareholders with fairness, and refrain from violating or diminishing their rights.
- Disclose the Company's information, news, and performance with accuracy, completeness, timeliness, and transparency to ensure that the shareholders regularly keep up with the Company's operations.
- Advocate attendance of the shareholders' meeting by encouraging them to exercise their rights in expressing opinions, voting, and joint decision-making on the Company's critical issues.
- Refrain from using non-public inside information to seek undue personal benefits, to protect the interests of shareholders.

Human Rights for Suppliers

- Treat suppliers with equality and non-discrimination, provide equal opportunities to all suppliers to present their goods and services, and select suppliers with transparency and fairness.
- Educate suppliers on human rights to forge the culture of mutual respect and support suppliers to strictly operate their businesses under the Supplier Code of Conduct.
- Ensure that the businesses of the Company and its suppliers do not support or involve direct and indirect violation of human rights for either the Company or its suppliers, such as child labor, forced labor, sexual harassment.
- Strictly monitor compensation payment under contracts or agreements.
- Command a mechanism of whistleblowing for suppliers, and define practices to protect the whistleblowers, as well as providing fair remedial measures for damage from violation of human rights.

This policy and guidelines for human rights covering stakeholders in the organization and the supply chain is effective from May 11, 2023.

Naporn Sunthornchitcharoen
Chairman of the Board of Directors
& Chairman of the Executive Committee