

TOG Human Rights Policy

Thai Optical Group Public Company Limited and its subsidiaries are committed to **responsible business conduct and the respect for human rights** to avoid causing harm to people, as essential components of corporate governance, in accordance with the **UN Guiding Principles on Business and Human Rights**. Respect for human rights is embedded throughout the organization and is also promoted to our business partners, as follows:

- 1) Respect fundamental human and labor rights, and conduct duties without discrimination.
- 2) Implement ongoing risk assessments throughout the value chain, to identify, prevent or mitigate the impact of any violations to human rights, labor rights, consumer rights, and reduce impact on surrounding communities and the environment.
- 3) Facilitate a physically and psychosocially safe working environment, with zero tolerance to all forms of violence.
- 4) Prevent any use of forced labor or child labor within the organizations and supply chains. Support subcontractors, and service providers with training programs and regular assessments, to ensure widespread compliance.
- 5) Be open to equal opportunities in the workplace.
- 6) Organize secure channels for employees and stakeholders to open confidential dialogue on any matters of concern, and ensure transparency for long-term cooperation with all stakeholders.
- 7) Ensure everyone is aware of their duty to behave responsibly and to respect other people's rights.
- 8) Ensure confidentiality and privacy of personal data for all employees, stakeholders, and consumers.
- 9) Communicate the need and encourage employees and business partners in the supply chain to collectively and actively support the Human Rights Policy.

The above **TOG Human Rights Policy** has been approved and put into effect on 1 March 2024.