



Ethical Policy

Tropical Canning (Thailand) Public Company Limited recognizes the importance of practicing labor standards through Social responsibility. Thus, the company have adopted the practice and announced it as company policy which this Ethical Policy it applies to Tropical Canning (Thailand) Public Company Limited and its supply chain. The company envisions in executing the labor practice as prescribed in Social responsibility and other relevant laws, such as the Ethical Trading Initiative (ETI) Base Code that we will improve the quality of life of our employee as follow:

1. The company does not employ child labor and young workers in accordance to law which only hire workers aged 18 years and over.
2. The company opposed to engagement of forced labor, withholding of personal identification document or item as security from the employees.
3. The company will organize the workplace environment to be safe and hygienic by practicing ISO 45000 Standard in prevention of workplace accident and health hazards.
4. The company will respect employees' rights of association for negotiation and discussion on basis of provisions by the law.
5. The company will practice fair treatment to employees at all levels pertain to employment, compensation, training, promotion, termination or retirement age regardless of race, age, gender, religion, disability, martial status, sexual orientation or political affiliation.
6. The company opposed to physical and psychological punishment or even intimidation that will have psychological effect and the use of obscene words. No harsh or inhumane treatment is allowed.
7. The company will comply with the provisions of law on employees working hours.
8. The company will make relevant compensation to employees in accordance to the provisions of law based on employee's living expenses as priority without penalties on employee's salary.
9. The company will promote and encourage our subcontractors to practice labor right as prescribed by social responsibility.
10. The company will comply with the requirements of social responsibility and other related laws which also committed to continuously improving employees living condition.



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11. The company opposed to the involvement and engagement of bribery and corruption

12. The company will cooperate and coordinate with any organizations from government and any others organization which interested to promote the labor management systems as prescribed by company's social responsibility. This social responsibility policy has been documented and communicated to all employees at all levels in the organization to ensure employees' awareness of the practices continuously and disclosure to public.

A handwritten signature in blue ink, appearing to read 'Kampol', is written above a horizontal line.

(KAMPOL WATCHARANIMIT)
MANAGING DIRECTOR

20TH April 2024