



Tropical Canning (Thailand) Public Company Limited

Labor Employment Policy

The company realizes that employees is a valuable resource and is the key to driving organization towards its goals for sustainable growth. Therefore, the company pays attention to the care and treatment of staff at all levels both Thai workers and foreign workers with equality on the basis of respect for human rights, compliance with labor policies with an emphasis on promoting participation to inspire to work to its full potential.

Therefore, the company has established employment policy and management of foreign workers in accordance with international human rights guidelines and standards which consists of the Ethical Trade Initiative (ETI) Base Code, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the labor laws of the country in which the company operates. International Standard Guidelines adhere by Company's business management policy according to code of conduct and customer requirements as follows:

1. Employment of Labor

The company has set policy on hiring foreign workers as employees of the company according to the Memorandum of Agreement or Memorandum of Understanding made by the Thai government with foreign country governments regarding cooperation in employment, Memorandum of Understanding (MOU) or other agreements or according to other relevant laws

2. Employment of Child Labor

The company does not employ child labor and young workers in accordance to law which only hire workers aged 18 years and over.

3. Employment without forced labor.

The company will not hire forced labor, bonded labor (including debt bondage labor), contracted bonded labor, prison labor, slavery or human trafficking including the admission to work moving or accepting any other labor through coercion, forcibly violent, kidnap or deceitful labor. The company will recruit staff on a voluntary basis, leaving job can be done in accordance with the company regulations as stipulated in the Company Rules document. which are not contrary to the provisions of the law and without any punishment during recruitment process of company from the country of origin to the company and the termination of working with the company.

4. Treatment of Foreign workers / Personal Freedom in Employment

The company will take care of the management of foreign workers by execute in accordance with the Emergency Decree on Management of Foreign Workers B.E. 2560 (No. 2) amended in 2018 and Labor Protection Act The Labor Relations Act, which is in force at present, the company does not restrict the rights and freedoms. Labor is free to carry out activities except offense according to country law. The company also taking care of coercion, threats or use of rude language which is the psychological harm of labor at all levels



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5. Labor recruitment and hiring / recruiting fees for people hire

The company will recruit workers of all nationalities directly if possible. If there is a need to take action by a person authorized to bring foreign workers to work, the company will recruit a licensee to bring foreign workers to work in the country in accordance with the law and able to follow the company policy. This includes service providers from the country of origin that require government recruiting operation license in the country of operation. The company will be responsible for all expenses from the labor leaving the country of origin to the company.

6. Wages, compensation / benefits for employment

The company will pay wages, compensation for foreign workers including welfare with fairness, equality and equality with Thai workers according to provisions of the law.

The company will provide safe and hygienic living conditions by applying the occupational health system to prevent potential hazards.

The company will take care of all documents related to the employment of foreign workers in accordance with the Emergency Decree on Management of Foreign Workers by storing and filling that can be examined.

The company will follow the labor policy, social responsibility standards Good Labor Practice (GLP) and other laws related to employment and strive to continuously improve the quality of life of workers.

Announced on 16th August 2023



(KAMPOL WATCHARANIMIT)
MANAGING DIRECTOR