



Tropical Canning (Thailand) Public Company Limited

Labor policy and social responsibility

Tropical Canning (Thailand) Public Company Limited recognizes the importance of practicing labor standards. Adhere to the principles of conducting business with social responsibility (Corporate Social Responsibilities: CSR) by supervising the organization with transparency and accountability. The company complies with the Ethical Trade Initiative (ETI) Base Code and the International Labor Organization (ILO) Declaration on fundamental principles and rights to work. We respect human rights and are responsible to our consumers by promoting safety and participate in community development by striving to comply with labor standard requirements on social responsibility and other laws related as well as continuously improving the quality of life of employees and in accordance with the current situation. Therefore, announced as additional policies as follows

1. Child labor

The company will not support the use of child labor under the age of 18 or as required by law.

2. Forced labor

The company will not involve or support any form of forced labor. Recruitment of any person to work base on a voluntary basis, able to terminated employment independently. Do not require to lodge deposits or identity documents of employees and comply with the law.

3. Contract

The company prepare a written employment contract and written in a language that employees can understand and specifying rights and responsibilities employment, wages, working hours and others that are not contrary to the specified laws in the work and commissioning by giving to employees to keep a copy.

4. Freedom of Association

The company will respect the rights of employees to associate or collectively bargain on the basis of legal provisions and encourage employee representatives to apply for election as welfare committees in the workplace.

5. Employment/Training/ treatment of fellow human beings

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.

As stipulated in our Bullying and Harassment Policy, we discourage behavior that is intimidating or harassing. That includes harassment of a sexual, physical, psychological, verbal or violent nature. The Company will not engage in or support any unlawful sanctions, physical, mental, and even intimidation that affects the mind as well as the use of vulgar language.

6. Wages and benefits

The company will pay wages, compensation for work, according to the provisions of the law on the basic cost of living basis, along with details about wages or pay slip to employees. There will be no disciplinary action against employees by deducting any money, including providing welfare according to the provisions of the law.



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7. Working hours

The company will comply with the provisions of the law, on regard to the working hours of employees.

8. Working conditions and safety.

The company will organize the environment in the workplace. to be safe and hygienic by bringing the occupational health and safety system to apply to prevent accidents and health hazards.

9. Corruption

The company will not be involved or support employees to commit corruption by offering, promising, giving, demanding, giving or accepting bribes, giving gifts or services giving of cash or substitutes for cash or providing benefits related to money or other benefits with government officials, government agency private sectors, business partners, customers, employees, executives, directors within the group of companies and related persons Lobbying or directing , bullying , or political lobbying political contributions either directly or indirectly.

10. Commitment to Stakeholders, Consumers and Legal Compliance

(1) The company will comply with social responsibility standards other relevant laws Strive to continuously improve the quality of life of employees.

(2) The company will encourage and support the supplier, subcontractor comply with labor standards requirements on social responsibility.

(3) The company will cooperate in coordinating with various organizations government agencies and external agencies that are interested to disseminate the labor standard on social responsibility of the company. The labor standards management policy on this social responsibility has been documented and communicated to employees at all levels in the organization to understand and adhere to and maintained continuously as well as disclosed to the general public.

Announced on August 16, 2023



(KAMPOL WATCHARANIMIT)
MANAGING DIRECTOR