



## Human Rights Policy

### Thai Wacoal Public Company Limited

Thai Wacoal Public Company Limited adheres to good corporate governance principles, moral, and ethics in business operations, placing importance on respecting and complying with human rights principles towards all stakeholders in accordance with domestic law and relevant international standards.

Therefore, to ensure that business processes throughout the value chain do not affect or violate human rights matters for suppliers, business partners, employees, and all stakeholders, as well as to specify guidelines in promoting that the Board of Directors, executives, and employees of all levels of the Company treat all related parties with respect and honor, considering their rights, liberties, equality, and human dignity without discrimination for differences in areas such as race, nationality, religion, gender, age, skin color, language, beliefs, education, economic position, political views, or social status, the Company specified that the Board of Directors, executives, and employees of all levels comply with the human rights policy as follows.

1. Respect and adhere to the law and human rights principles in treating individuals equally with mutual respect, exhibiting no discrimination for all stakeholder groups in all areas which the Company does business;
2. Support and promote undertakings to protect human rights;
3. Avoid action and participation in activities which violate human rights, both directly and indirectly, taken upon all stakeholder groups;
4. Place no limit on the independence, difference in opinion, or any other matter, and avoid the expression of opinion which could cause conflict or separation;
5. Monitor and oversee respect for human rights, do not neglect or ignore when witnessing actions related to the Company which violate human rights, report to a supervisor or person in charge for acknowledgement, and cooperate in verification of facts; for any questions, consult with a supervisor or person in charge through various specified channels;

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6. Check and follow-up on management results and solve issues on human rights in accordance with check and follow-up procedures, as well as support and cooperate in alleviating the effects arising out of or relating to the Company;

7. Provide fair treatment and protection to those reporting human rights violations related to the Company;

8. Communicate, disclose, educate, and understand all stakeholder groups, as well as create cooperation and provide support to suppliers and business partners for joint business proceedings which respect and treat all parties in compliance with human rights principles stipulated in this policy;

9. Arrange for channels which collect opinion, suggestions, whistleblowing reports, and complaints such that employees or those who believe their rights have been violated or unfairly treated may inform the Company, and arrange for systematic procedures in correcting and proceeding; and

10. Strive to create and retain organizational culture which adheres to respect for human rights in compliance with the human rights policy.

Above Human Rights Policy has been approved per the resolution adopted by The Board of Directors' meeting no.8/2021 dated November 9, 2021, shall be effective on December 1, 2021 onwards.

Manu Leelanuwatana

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(Mr. Manu Leelanuwatana)

Chairman