

## **Announcement of Sri Trang Gloves (Thailand) Public Company Limited**

**No. 03/2563**

### **Re: Policy and Practice Guideline on Political Participation**

Sri Trang Gloves (Thailand) Public Company Limited has set a policy and practice guideline for the organization and personnel working in the name of the company concerning involvement in political activity as follows:

- 1) The company places itself politically neutral and does not become involved in any political activity and will not engage in any activity of the nature or for the purpose and intent of providing assistance or benefits to any particular political party or politician with the awareness that political rights are the fundamental rights and duties of the people. As such, employees have the right to participate in political activities, provide assistance to politicians or political party in accordance with the law. It is their right to do so without causing impacts on the company.
- 2) Be transparent regarding activities related to participation in political activity and political support on the local and national level.
- 3) The company provides knowledge, raises awareness or provides training to employees and organization representatives about responsible political participation and political support.
- 4) Refrain from engaging in activities relating to the provision of false information, threats or coercions related to politics.
- 5) The company recognizes the importance of political participation and political support on the local and national levels in a neutral, fair, transparent and lawful manner. Furthermore, the company refrains from providing inappropriate political assistance, including politicians and influential policy makers.

#### **Practice Guideline**

- 1) Refrain from actions that hinder the exercising of political rights by individuals such as voting in elections.
- 2) Refrain from actions that incite, promote or force employees under one's supervision to support particular politicians or political parties.
- 3) Refrain from actions that create the misunderstanding that the company is involved with, supports or has ambitions in politics or political parties.
- 4) Refrain from issuing announcements or specifications that hinder the political rights and freedoms of people, including the religious practices, religious beliefs and religious rites of people.

- 5) Political consultations are to be given in the personal capacities of employees, who are free to engage in political activity. In doing so, state clearly that these actions are not being done in the name of the company.
- 6) Political consultations given by employees do not constitute work and must not hinder the work of employees or the company.
- 7) If an employee wishes to apply in an election to become a political representative, the employee may do so provided that doing so does not impact the employee's work hours. However, the company's employee status may not be used in order to obtain benefits regarding election applications or election vote campaigning, and no claims are to be made and the public must not be misled such that the company appears to be giving support, involved in or affiliated with a particular political party. Furthermore, if the aforementioned employee is elected to become a political representative, the employee must not use the company's work hours to perform political representative work and must not create any conflict of interest with the company.

**Thus, effective as of 25 February 2020 onward.**

**Announced on 25 February 2020.**

(Miss. Jarinya Jirojkul)

Chief Executive Officer