



Social and Labor Policy

Sri Trang Gloves (Thailand) Public Company Limited (“the Company”) and its subsidiaries are committed and ready to work with responsibilities to social, labor, safety, and environment by applying the code of conduct according to social, labor, safety, and environment that are applied in the Company. In order to give the most benefit for employees, workers, labors, business partners, customers, communities and surrounding societies.

The Company has determined the social and labor policy to serve as a guideline following

1. Compliance with all applicable laws, regulations, and requirements of the government such as Fair Labor Standard Act, Charter of the United Nation, and International Labor Organization.
2. Give the independence and respect the employee’s right to have the freedom of association, collective bargaining in order to lead them be a representative and joining various activities within the Company.
3. No discrimination to gender, age religion, nationality, race, caste, disability etc. such as hiring, wage payment, training course, or promotion, political affiliation or opinions or any other condition that could give rise to discrimination.
4. The Company complies with fair remuneration requirements, paying at least the minimum wage mandated by law and under the conditions prescribed by law. Including control of decent working hours under the conditions to the extent prescribed labor standard.
5. The Company complies with occupational health and safety regulations or with standard and law enforced towards ensuring a safe and healthy work environment and minimizing so far as is reasonable the causes of hazards inherent within the workplace. And respect the right to healthy working and living conditions of workers and local communities including young workers, new and expecting mothers and persons with disabilities will receive special protection.
6. No child labors.
7. The Company does not use servitude, forced, bonded, indentured, trafficked or non-voluntary labour and ensure that workers are not subject to inhumane or degrading treatment, corporal punishment, mental or physical coercion or verbal abuse, sexual harassment. This includes caring for and treating all employees with human dignity and equality.



8. The Company has taken the necessary measures to avoid and reduce environmental degradation effects on the community, natural resources and the overall environment.
9. The Company has taken measures to resist all types of corruption, graft and disloyalty in order to have the ethical business behaviours.

The Social and Labor Policy shall apply to the subsidiaries, associated companies, other companies which the Company has the controlling power, and business representatives. The Board of Directors considered and approved the amendment of this policy in the Board of Directors' meeting No. 5/2026, which was held on 14 August 2026. The document shall come into force as from 14 August 2026.

(Professor Dr. Weerakorn Ongsakul)

Chairman

Sri Trang Gloves (Thailand) Public Company Limited