

HUMAN RIGHTS POLICY

SIAM STEEL INTERNATIONAL PUBLIC COMPANY LIMITED

Siam Steel International Public Company Limited and its subsidiaries prioritize and respect fundamental human rights. The Company complies with all applicable laws and is firmly committed to respecting human rights as outlined in the Universal Declaration of Human Rights (UDHR) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

To ensure that the Company's business operations thoroughly respect and comply with human rights laws, the Company has established this Human Rights Policy and Guidelines. This framework aims to prevent human rights violations across all business activities, extending to partners, business associates within the business value chain, and local communities.

Human Rights Policy

The Board of Directors, executives, and employees at all levels are required to recognize the importance of and respect all aspects of human rights for every individual, as well as society and local communities. This includes:

- **Treating everyone equally** in accordance with human rights principles, without any discrimination.
- **Avoiding any actions** that constitute human rights violations.
- **Supporting and promoting** human rights.
- **Communicating, disseminating, educating, establishing guidelines, and monitoring** relevant

stakeholders throughout the business value chain—including suppliers, service providers, and contractors—to ensure their active participation in conducting business with respect for human rights principles.

Guidelines

1. Respect for Personal Rights and Freedoms

Provide protection against any violations of employees' personal rights and freedoms. This includes prohibiting the unauthorized disclosure or transfer of personal data—such as biographical data, medical records, employment history, or other confidential information—to unrelated third parties, which may cause harm to the data subject or others. Exceptions are granted only when such actions are executed in good faith in the line of duty, required by law, or conducted for the public interest.

2. Equal and Fair Treatment

Ensure equal and fair treatment for all individuals by respecting human dignity and personal equality. Any form of discrimination is strictly prohibited, regardless of differences or similarities in race, nationality, religion, gender, age, educational background, or physical or mental conditions.



3. Political Freedom

The Company respects the rights and freedoms of employees to exercise their political rights, such as casting votes in elections or joining political parties. Furthermore, the Company maintains strict political neutrality and does not engage in any actions that favor, violate regulations for, or provide support to any specific political party.

4. Harassment and Abuse

Foster a respectful work environment built on mutual respect among colleagues, between supervisors and subordinates, as well as between personnel and business visitors or customers. The Company actively supports the cultivation of positive professional relationships, ensuring they remain free from any form of harassment or abuse, whether through inappropriate verbal, behavioral, or gestural misconduct.

5. Avoiding Situations with Human Rights Risks

Perform all work duties with heightened awareness and utmost caution when operating in situations that present human rights risks.

6. Communication, Dissemination, Education, Alignment, and Support

Promote the communication, dissemination, and education of human rights principles, while fostering understanding, establishing clear guidelines, and providing any other necessary support to relevant stakeholders throughout the business value chain—including suppliers, service providers, and contractors—to ensure their collective engagement in conducting business with respect for human rights.

7. Monitoring of Human Rights Compliance

Personnel must not neglect or ignore any witnessed actions that constitute a potential violation of human rights connected to the Company's business operations. Such incidents must be reported to a supervisor, the Human Resources and Administration Department, or via the Company's designated reporting channels. Additionally, all personnel are required to fully cooperate in fact-finding investigations regarding human rights violations.

8. Continuous Development and Implementation of Human Rights Management Processes

The Company mandates the continuous identification of human rights issues, as well as the comprehensive assessment of risks and impacts related to human rights violations, ensuring full coverage of all stakeholder groups. Furthermore, the Company shall formulate action plans, establish preventive and mitigative measures, monitor compliance outcomes, and ensure that appropriate grievance and remediation mechanisms are in place to provide effective relief in the event that a human rights violation occurs.



9. Disciplinary Actions for Human Rights Violations

Any personnel found to have committed human rights violations, including engaging in discriminatory practices or harassment, shall be deemed in breach of the Company's Work Rules and Regulations. Such individuals will be subject to disciplinary proceedings and penalties as prescribed by the Company, and may face legal prosecution under applicable laws if the misconduct constitutes a statutory offense.

Announced on October 9, 2024



(Surapol Kunanantakul)

President

