



# HUMAN RIGHTS POLICY

Version 2/2026 VNG-SOC-HRS-PL-02

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## **Human Rights Policy**

### **Vanachai Group Public Company Limited and Subsidiaries**

Vanachai Group Public Company Limited and its subsidiaries (“the Company”) recognize the importance of human rights as a fundamental foundation of ethical, transparent, and sustainable business operations. The Company is committed to respecting, protecting, and promoting the human rights of all individuals across its value chain, including employees, business partners, contractors operating within the Company’s premises, and communities in the areas where it operates.

The Company conducts its business in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UNDHR), the OECD Guidelines for Multinational Enterprises, and the ILO Core Conventions, ensuring that every aspect of its operations reflects genuine accountability and respect for human rights.

The Company is firmly committed to refraining from any involvement in, or tolerance of, human rights violations in any form. Furthermore, the Company emphasizes the creation of a culture that upholds Human Dignity and promotes Diversity, Equity, and Inclusion (DE&I), ensuring that the Company workplaces remain safe, fair, and respectful of the rights and dignity of every individual.

The Company aligns with international standards by integrating human rights principles into all business processes, including labour management, procurement practices, and business relationships. Regular Human Rights Impact Assessments (HRIA) are conducted to identify potential risks, prevent adverse impacts, and establish an accessible and transparent Grievance and Remedy Mechanism for all stakeholders.

This policy represents the Company’s organizational commitment to advancing social and human rights responsibility sustainably – creating shared value among the business, employees, and society in alignment with the Vanachai philosophy:

**“Forest | Future | Together – for a Sustainable Living.”**

#### **1) Objectives**

- **To reaffirm the Company’s commitment to respecting and protecting human rights:** Conduct business in accordance with international principles such as the UN Guiding Principles on Business and Human Rights (UNGPs), the ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises.

- **To prevent and eliminate all forms of human rights violations:** Including child labour, forced labour, human trafficking, discrimination, and harassment in all forms, both within the Company's operations and throughout its supply chain.
- **To promote labour rights and fundamental freedoms of employees:** Respect employees' rights to freedom of association, collective bargaining, expression, and participation in an open and fair manner.
- **To protect the rights of children and vulnerable groups:** Prohibit child labour in compliance with international standards and promote business practices aligned with the Children's Rights and Business Principles (CRBP) to safeguard the welfare of children and youth.
- **To promote equitable development and enhance employee potential:** Support continuous skill development, knowledge enhancement, and training opportunities in line with SLS29 – Employee Personal Development and Training, to ensure equal opportunities and sustainable career growth.
- **To integrate human rights principles into the Company's management systems:** Embed human rights considerations into human resource management, procurement, and business partner relationships, while conducting regular Human Rights Impact Assessments (HRIA) to identify, mitigate, and manage potential risks.
- **To establish accessible and transparent grievance and remedy mechanisms:** Ensure that all stakeholders can safely report any human rights violations, with fair investigation and appropriate corrective or remedial actions.
- **To support the sustainable development of the Company and society as a whole:** Align human rights practices with the United Nations Sustainable Development Goals (SDGs), particularly Goal 8 (Decent Work and Economic Growth), Goal 10 (Reduced Inequalities), and Goal 16 (Peace, Justice and Strong Institutions).

## 2) Policy Alignment and International Standards

- **UN Guiding Principles on Business and Human Rights (UNGPs):** Serving as the primary global framework for business responsibility to respect human rights, based on three pillars – Protect, Respect, and Remedy.
- **Universal Declaration of Human Rights (UNDHR) and OECD Guidelines for Multinational Enterprises:** Providing fundamental guidance for ethical and socially responsible business practices.
- **International Labour Organization (ILO) Core Conventions:** Including key conventions covering Child Labour (Nos. 138 and 182), Forced or Compulsory Labour (Nos. 29 and 105), Non-Discrimination (No. 111), Equal Remuneration (No. 100), Freedom of Association (No. 87), and Collective Bargaining (No. 98).

- **Global Reporting Initiative (GRI) Standards:**
  - GRI 2 - General Disclosures
  - GRI 3 - Material Topics
  - GRI 401 - Employment
  - GRI 403 - Occupational Health and Safety
  - GRI 404 - Training and Education
  - GRI 405 - Diversity and Equal Opportunity
  - GRI 406 - Non-discrimination
  - GRI 407 – Freedom of Association and Collective Bargaining
  - GRI 408 – Child Labour
  - GRI 409 – Forced or Compulsory Labour
  - GRI 412 – Human Rights Assessment
  - GRI 413 - Local Communities
  - GRI 414: Supplier Social Assessment
- **FTSE Russell ESG Indicators:**
  - **Human Rights & Community (SHR):** SHR04, SHR05, SHR11, SHR21, SHR22, SHR23, SHR24, SHR25, SHR26 and SHR27, where applicable
  - **Labor Standards (SLS):** SLS01, SLS02, SLS03, SLS05, SLS06, SLS08, SLS10, SLS11, SLS12, SLS13, SLS14, SLS16, SLS21, SLS26, SLS29, SLS30, SLS32, SLS33 and SLS34, where applicable
  - **Supply Chain: Social (SSC):** SSC01, SSC02, SSC03, SSC04, SSC05, SSC06, SSC07, SSC08, SSC09, SSC10, SSC11, SSC12, SSC17 and SSC18, where supplier and contractor human rights, labour, health and safety, social risk assessment, monitoring and corrective actions are addressed
  - **Health & Safety (SHS):** SHS01, SHS04, SHS05, SHS08, SHS13, SHS15, SHS37, SHS38, SHS39 and SHS40, where safe and healthy working conditions are addressed
  - **Risk Management (GRM):** GRM01, GRM02, GRM04, GRM05, GRM07, GRM08 and GRM20, where human rights risks, grievance mechanisms, non-compliance management, whistleblowing and ESG risk oversight are integrated into the Company’s ERM and governance processes
- **United Nations Sustainable Development Goals (SDGs):**
  - Goal 8 – Decent Work and Economic Growth
  - Goal 10 – Reduced Inequalities
  - Goal 16 – Peace, Justice, and Strong Institutions
- **Vanachai Sustainability Framework 2025:** Under the concept “Forest | Future | Together – for a Sustainable Living”, this framework integrates human rights principles within the

Company's three sustainability pillars – People, Planet, and Prosperity – promoting balanced growth between business success and social well-being.

### 3) Scope

This policy applies to:

- **All Company Operations:**

Covering all manufacturing facilities, distribution centers, head offices, and field operations nationwide.

- **All Personnel Groups:**

Including permanent employees, contract and daily workers, management personnel, contractors, and external service providers operating on Company premises.

- **Business Partners and Supply Chain:**

Applies to all suppliers, vendors, distributors, and business partners involved in the Company's value chain, who are expected to comply with the Company's human rights and ethical business standards.

- **Stakeholders and Local Communities:**

Covers external stakeholders such as local communities, government agencies, and civil society organizations that may be affected by the Company's operations.

- **All Business Processes:**

From sourcing, production, logistics, and sales to customer service and supply chain management – ensuring that every step reflects the Company's commitment to human rights and responsible business conduct.

### 4) Definitions and References

- **Human Rights:** The fundamental rights inherent to all individuals, as recognized by the Universal Declaration of Human Rights (UNDHR), including the rights to life, liberty, dignity, safety, and non-discrimination.

- **Forced Labour:** Any work or service exacted from an individual under threat, coercion, or constraint against their free will, including practices such as detention or withholding of identification or deposits, in violation of ILO Conventions Nos. 29 and 105.

- **Child Labour:** The employment of individuals below the legal working age as prescribed by labour law, or in conditions that may harm their health, safety, or education.

- **Non-Discrimination:** The principle of treating all individuals equally, without discrimination based on gender, age, religion, race, nationality, disability, social status, or political opinion.

- **Freedom of Association and Collective Bargaining:** The right of employees to form or join organizations, such as trade unions, and to engage in collective bargaining with employers freely and fairly.
- **Children’s Rights:** The entitlement of children to protection, care, and development appropriate to their age, in accordance with the Children’s Rights and Business Principles (CRBP).
- **Human Rights Impact Assessment (HRIA):** A systematic process for identifying, assessing, and managing human rights risks arising from business activities to prevent and mitigate potential adverse impacts.
- **Grievance and Remedy Mechanism:** Accessible and transparent channels for employees, partners, or stakeholders to report human rights concerns or violations safely, ensuring fair investigation and appropriate remediation.
- **Vanachai Integrated Materiality and Risk Assessment (V-IMRA):** An internal assessment framework used by the Company to identify, assess, and prioritize sustainability-related impacts, risks, and opportunities across its operations and value chain. V-IMRA integrates both impact materiality and financial materiality considerations and provides structured inputs to the Enterprise Risk Management (ERM) system, strategic planning, and management decision-making.
- **References:**
  - Universal Declaration of Human Rights (UDHR)
  - International Bill of Human Rights
  - UN Guiding Principles on Business and Human Rights (UNGPs)
  - OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
  - ILO Conventions Nos. 29, 87, 98, 100, 105, 111, 138 and 182
  - Children’s Rights and Business Principles (CRBP)
  - GRI 2: General Disclosures 2021; GRI 3: Material Topics 2021; GRI 401: Employment 2016; GRI 403: Occupational Health and Safety 2018; GRI 404: Training and Education 2016; GRI 405: Diversity and Equal Opportunity 2016; GRI 406: Non-discrimination 2016; GRI 407: Freedom of Association and Collective Bargaining 2016; GRI 408: Child Labor 2016; GRI 409: Forced or Compulsory Labor 2016; GRI 412: Human Rights Assessment 2016; GRI 413: Local Communities 2016; and GRI 414: Supplier Social Assessment 2016, where applicable
  - FTSE Russell ESG Indicators: Human Rights & Community (SHR), Labor Standards (SLS), Supply Chain: Social (SSC), Health & Safety (SHS), and Risk Management (GRM), where applicable
  - United Nations Sustainable Development Goals (SDGs): Goals 5, 8, 10 and 16

- Vanachai Sustainability Framework 2025: “Forest | Future | Together – for a Sustainable Living”

## 5) Governance and Accountability

- **Board of Directors:** Responsible for approving and overseeing the Company’s Human Rights Policy to ensure that all business operations are conducted ethically, transparently, and in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs) and the Company’s sustainability objectives.
- **Sustainability Committee:** Serves as the Policy Owner and reports directly to the Board of Directors. The Committee is responsible for setting strategic direction on human rights, integrating these principles into corporate strategies, monitoring performance, and recommending continuous improvement measures.
- **Human Resources and General Administration Division:** Acts as the key operational unit in enforcing the Human Rights Policy across all levels of employees. Responsible for fair employment practices, training, grievance handling, and remediation processes to foster a corporate culture grounded in respect for human rights.
- **Sustainable Development Task Force:** Implements and monitors the Human Rights Policy through regular Human Rights Impact Assessments (HRIA), risk monitoring, data collection, and performance reporting to the Sustainability Committee at least annually.
- **Directors, Managers and Department Heads:** Integrates human rights principles into day-to-day operations – including workforce management, community engagement, procurement, and supply chain management – ensuring that all departmental activities are consistent with the Company’s policy commitments.
- **Senior Executive Accountability:** Senior executives are directly accountable for achieving the Company’s human rights objectives. Relevant key performance indicators (KPIs) are integrated into annual performance appraisals to promote responsibility, transparency, and continuous improvement.
- **Employees and Business Partners:** All employees, contractors, and business partners are required to adhere strictly to this policy, respect the dignity and rights of others, and refrain from any form of participation in human rights violations.

## 6) Commitments and Principles

### 6.1 Human Rights Policy Commitment, Governance and Accountability (UNGPs, OECD, GRI 2-23, GRI 2-24, GRI 412; SHR21, SHR22, SHR23, SHR24):

- The Company complies with all applicable labour and human rights laws and regulations, as well as the principles of the International Labour Organization (ILO Conventions), the United Nations Guiding Principles on Business and Human Rights

(UNGPs), the OECD Guidelines for Multinational Enterprises, and GRI Standard 412. These frameworks ensure that all business activities are aligned with international human rights principles.

**6.2 Prevention of Child Labour, Forced Labour, Human Trafficking and Modern Slavery** (*SLS01, SLS02, SSC01, SSC02; GRI 408, GRI 409*):

- The Company strictly prohibits all forms of human rights violations, including forced labour, human trafficking, discrimination, sexual harassment, and workplace intimidation. Preventive measures, regular inspections, and ongoing monitoring systems are implemented to ensure that violations do not occur within the Company or its supply chain.

**6.3 Freedom of Association and Collective Bargaining** (*SLS05, SLS06, SSC04, SSC05; GRI 2-30, GRI 407*):

- The Company respects employees' rights to freely associate, form or join trade unions, and participate in collective bargaining with management. No employee shall be subject to discrimination, intimidation, or reprisal for exercising these rights.

**6.4 Children's Rights and Protection of Vulnerable Groups** (*SHR04, SLS01, SLS11, SHR05; GRI 408, GRI 413 where community impacts are material*):

- The Company prohibits the use of child labour in all its operations and adheres to the Children's Rights and Business Principles (CRBP) to safeguard the welfare, education, and development of children. The Company also protects vulnerable groups such as persons with disabilities, the elderly, and socioeconomically disadvantaged individuals, ensuring their fair treatment and inclusion in the workplace.

**6.5 Non-Discrimination, Diversity, Equity, Inclusion and Anti-Harassment** (*SLS03, SLS16, SLS30, SLS34, SSC03; GRI 405, GRI 406*):

- The Company ensures equal and fair treatment for all employees without discrimination based on gender, age, race, religion, nationality, disability, sexual orientation, or social status. Diversity, equity, and inclusion are actively promoted as part of the Company's organizational culture.

**6.6 Employee Development, Human Rights Training and Capacity Building** (*SLS29, SLS26, SHR24; GRI 404, GRI 412-2*):

- The Company provides equal opportunities for employees at all levels to enhance their knowledge, skills, and professional capabilities. Training and development programs are implemented to promote career growth and sustainable employment in alignment with international standards.

**6.7 Safe, Healthy and Dignified Working Environment** (*SHS01, SHS04, SHS05, SHS13, SLS30, SSC08; GRI 403*):

- The Company maintains a safe, hygienic, and harassment-free workplace, upholding Human Dignity as a fundamental principle in all human resource management practices.

**6.8 Human Rights Due Diligence, Salient Human Rights Issues and Impact Assessment** (*SHR22, SHR25, SHR11; GRI 3-3, GRI 412-1, GRI 412-3*):

The Company implements a continuous Human Rights Due Diligence (HRDD) process consisting of:

- Identification & Assessment: Identifying and assessing actual and potential human rights risks across business operations and supply chains.
- Prevention & Mitigation: Establishing preventive and corrective measures to address identified risks and potential impacts.
- Monitoring & Evaluation: Regularly monitoring the effectiveness of mitigation actions and updating measures accordingly.
- Disclosure & Communication: Transparently disclosing findings, progress, and actions in the Company's annual Vanachai Sustainability Move Report.

This process ensures that the Company and its suppliers conduct business responsibly and in full respect of human rights.

**6.9 Grievance Mechanisms, Remedy and Non-Retaliation** (*SHR26, GRM20; GRI 2-25, GRI 2-26*)

- The Company has established transparent and accessible mechanisms that allow employees, contractors, business partners, and stakeholders to safely report any alleged human rights violations. All reports will be reviewed fairly and impartially.
- Grievances or human rights-related concerns may be submitted via:
  - The Company's website: [www.vanachai.com](http://www.vanachai.com)
  - Email: [Vanachai@vanachai.com](mailto:Vanachai@vanachai.com)
- All reports are handled confidentially, and the Company ensures non-retaliation and protection for whistleblowers in accordance with its Code of Conduct and Whistleblower Protection Policy.

**6.10 Communication, Training, Embedding, Incident Disclosure and Corrective Actions** (*SHR24, SHR27, SLS12, SLS21, SSC09, SSC11, SSC17, SSC18, GRM08; GRI 406, GRI 407, GRI 408, GRI 409, GRI 412, GRI 414*)

- The Company promotes human rights awareness and understanding among employees, contractors, and business partners through training programs, internal communications, and corporate culture initiatives. The goal is to cultivate respect, empathy, and responsibility toward human rights at every level of the organization.

## 7) Risk, Impact, and Dependency Management

The risks, impacts, and dependencies associated with the matters addressed in this policy are identified, analyzed, and prioritized through the Company's Vanachai Integrated Materiality and Risk Assessment (V-IMRA) process. V-IMRA is an internal assessment framework that considers both impact materiality and financial materiality across the value chain.

- **The results of V-IMRA** are integrated into the Enterprise Risk Management (ERM) system to support policy formulation, strategic decision-making, the setting of risk appetite, and the creation of long-term sustainable value.
- **Human Rights Risk Identification and Assessment (UNGP, FTSE SHR21–SHR23, GRI 412-1):** The Company conducts regular human rights risk assessments covering all business activities, procurement processes, and supply chain operations. These assessments aim to identify potential issues that may affect the rights of employees, contractors, suppliers, communities, and vulnerable groups, ensuring timely risk mitigation and preventive action.
- **Comprehensive Human Rights Due Diligence (HRDD: UNGPs, OECD, FTSE SHR26–SHR27, GRI 412-1):** The Company implements a comprehensive Human Rights Due Diligence (HRDD) process in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. This process ensures the identification, prevention, mitigation, and monitoring of actual and potential human rights impacts arising from business activities and supply chain relationships.
- **Risk and Dependency Management (UNGP, FTSE SHR27, GRI 412, SDG 8 & 16):** The Company manages human rights risks through systematic monitoring, review, and analysis of factors that may impact the rights of employees and stakeholders. Particular attention is given to labour and community dependency, which is recognized as a key factor in ensuring business continuity, resilience, and sustainable community relations.
- **Integration into Enterprise Risk Management (ERM: FTSE SHR27, GRI 412-1):** Findings from human rights risk assessments are incorporated into the Company's Enterprise Risk Management (ERM) framework, linking human rights considerations with corporate strategies on human resources, sustainability, and supply chain management. This integration ensures a holistic approach to enterprise-wide risk governance.
- **Monitoring and Reporting (UNGP, FTSE SHR27, GRI 412-3):** The Company continuously monitors the effectiveness of its human rights risk management processes and reports progress to the Sustainability Committee at least once per year. Human rights performance and key findings are disclosed transparently in the Vanachai Sustainability Move Report, reinforcing stakeholder confidence and accountability in Company's commitment to human rights.

## 8) Targets and Metrics

**Short-Term Goals** (*FTSE SHR26–SHR27, GRI 412-2, UNGPs*):

- **Percentage of employees trained on human rights and business ethics (% Employees Trained):** To ensure organization-wide understanding and compliance with human rights principles and ethical conduct.
- **Percentage of suppliers and contractors assessed for human rights risks (% Suppliers Screened for Human Rights Risks):** To expand the Company's responsible supply chain practices and ensure human rights compliance throughout procurement operations.
- **Percentage of human rights-related grievances investigated and resolved (% of Resolved Grievances):** To maintain accountability and responsiveness through an effective grievance and remedy mechanism.
- **Annual Human Rights Assessment Report:** To document key findings, progress, and corrective actions from the Company's human rights due diligence process on an annual basis.

**Medium- and Long-Term Goals** (*FTSE SHR21–SHR27, GRI 412, SDG 8, 10, 16*):

- **Integration of human rights into all corporate functions and strategic decision-making:** To embed human rights principles into policies, management systems, and strategic planning across all business units.
- **At least 90% of suppliers in the value chain to meet human rights assessment criteria by 2030:** To strengthen ethical sourcing and ensure alignment with international human rights standards throughout the supply chain.
- **Reduce significant human rights risks by at least 50% within five years:** To achieve measurable reduction in material risks related to labour practices, community impacts, and supply chain management.
- **Transparent disclosure of human rights performance in the Vanachai Sustainability Move Report in accordance with GRI 412:** To promote transparency, accountability, and stakeholder confidence in the Company's human rights commitment and performance.

## 9) Supply Chain and Partner Responsibility

- **Compliance with Policies and International Standards** (*UNGP's, OECD, FTSE SHR26–SHR27, GRI 412*): All suppliers, contractors, and business partners are required to comply with the Company's Human Rights Policy, Code of Business Conduct, and all applicable labour, human rights, and occupational safety regulations. These requirements ensure that all partners operate responsibly and in accordance with international human rights standards.
- **Contractual Human Rights Clauses** (*FTSE SHR26, GRI 412*): The Company integrates specific human rights clauses into procurement and partnership agreements, including:
  - Prohibition of child labour and forced labour.

- Promotion of fair and equal labour practices.
- Maintenance of safe, healthy, and non-discriminatory working environments.

These contractual requirements ensure that all suppliers operate in accordance with the Company's ethical and human rights standards.

- **Supplier Evaluation and Development** (*FTSE SHR27, GRI 412*): The Company conducts regular supplier assessments to evaluate compliance with human rights and labour standards. Where necessary, the Company provides guidance and capacity-building support to strengthen suppliers' capabilities in fair labour practices, workplace safety, and community engagement, fostering long-term sustainable partnerships.
- **Partner Participation in Social and Community Initiatives** (*CSR/CSV Collaboration GRI 412, SDG 8, 10*): The Company encourages its suppliers and business partners to participate in corporate social responsibility (CSR) and Creating Shared Value (CSV) programs, such as local employment generation, education promotion, and environmental conservation projects. These collaborations help create Shared Value between the business and communities, while strengthening social trust across the supply chain.
- **Transparency and Communication** (*UNGPs, GRI 412-3*): The Company ensures transparent and open communication channels with all partners to promote mutual understanding and cooperation in implementing human rights standards. The Company also welcomes feedback and reports of potential violations from suppliers and stakeholders to ensure continuous improvement in supply chain governance.

## 10) Integration with Corporate Strategy

The Company integrates human rights principles into its corporate strategy to ensure that business growth is achieved in harmony with sustainability goals under the concept **"Forest | Future | Together – for a Sustainable Living."**

This philosophy reflects the Company's long-term commitment to balancing business success, social well-being, and environmental stewardship.

- **Alignment with the Vanachai Sustainability Framework 2025**
  - **Forest:** Conducting business responsibly toward natural resources and surrounding communities to ensure that human rights and environmental protection coexist sustainably.
  - **Future:** Promoting continuous learning, skill development, and equal opportunities for all employees to achieve decent work and sustainable livelihoods.
  - **Together:** Building strong collaborations with government agencies, private organizations, and communities to strengthen networks that respect human dignity and human rights across the value chain.
- **Integration into Corporate Policies and Management Systems** (*UNGPs, FTSE SHR27, GRI 412*): The Company integrates human rights principles into all major management systems and policies, including:

- **Human Resource Management Systems** – promoting fairness, equality, and non-discrimination in employment practices.
- **Sustainable Procurement and Supply Chain Systems** – ensuring that sourcing and contracting processes adhere to human rights and labour standards.
- **Sustainability and Enterprise Risk Management (ERM) Systems** – incorporating human rights risks into strategic decision-making and organizational risk assessments.

Through this integration, the Company fosters a corporate culture of respect for human rights at all levels and supports the achievement of the United Nations Sustainable Development Goals (SDGs).

## 11) Implementation and Management Tools

- **Integration into Management Systems** (*UNGPs, FTSE SHR27, GRI 412*): The Company incorporates human rights considerations into its core management systems, including:
  - Human Resource Management System (HRM)
  - Sustainable Procurement and Supply Chain System
  - Sustainability and Enterprise Risk Management (ERM)

These integrations ensure that human rights principles are reflected in decision-making, operational planning, and performance evaluation across all levels.

- **Human Rights Training and Awareness Enhancement** (*FTSE SHR27, UNGPs*): The Company provides training on human rights and business ethics to all employees, contractors, and business partners. These programs aim to build understanding, awareness, and capacity for applying human rights principles in daily operations.
- **Resource and Budget Allocation** (*FTSE SHR27, UNGPs*): Adequate financial, human, and technological resources are allocated to support the effective implementation of the Company's human rights initiatives. The Company also invests in systems and tools that enhance data management and monitoring related to human rights performance.
- **Stakeholder Engagement and Communication** (*UNGPs, GRI 412, FTSE SHR26–SHR27*): The Company promotes participation of both internal and external stakeholders in developing and improving its human rights mechanisms through transparent communication channels. This engagement fosters shared understanding, trust, and collaboration in upholding human rights across the organization and its value chain.

## 12) Monitoring, Reporting and Transparency

- **Performance Monitoring** (*FTSE SHR27, GRI 412-3, UNGPs*): Human rights performance is monitored annually by the Sustainability Working Team, in coordination with relevant departments. The monitoring process evaluates compliance with this policy and identifies opportunities for improvement.

- **Reporting to Committees** (*GRI 412, FTSE SHR27, SDG 16*): The Company prepares and presents human rights performance reports to the Sustainability Committee and the Board of Directors at least once a year. Relevant information and progress are disclosed in the Company's Annual Sustainability Report to ensure transparency and accessibility.
- **Transparency and Public Disclosure** (*UNGPs, GRI 412-3, FTSE SHR27*): The Company is committed to accurate, transparent, and verifiable public disclosure of its human rights performance. Information is communicated through the Company's website, The Vanachai Sustainability Move Report, and participation in national and international sustainability platforms.

### **13) Review and Continuous Improvement** (*UNGPs, FTSE SHR27, GRI 412*):

The Company places high importance on the regular review and enhancement of this Human Rights Policy to ensure its relevance and effectiveness in a changing business environment.

- The policy shall be reviewed at least every two (2) years, or earlier if there are changes in legal requirements, international standards, or stakeholder expectations.
- Findings from the Human Rights Due Diligence (HRDD) process will be used to update and improve related measures, action plans, and internal procedures.
- The Company encourages knowledge sharing and lessons learned across departments and from external best practices to strengthen human rights management systems and maintain compliance with international benchmarks.

#### 14) Human Rights Policy Revision History

Version	Date	Policy Owner	Approved by	Key Changes / Comments
1.0	11 November 2024	Sustainable Development Task Force	Board of Directors	The first Human Rights Policy was established to demonstrate the Company's commitment to respecting human rights and equality in the workplace, covering employees, contractors, suppliers, and local communities.
2.0	25 February 2026	Sustainability Committee	Board of Directors	The policy was revised to align with international standards including the UN Guiding Principles on Business and Human Rights (UNGPs), ILO Core Conventions, OECD Guidelines, GRI 412, and FTSE Russell Human Rights Indicators (SHR21–SHR27). This revision introduces additional components such as the Right of Freedom of Association Policy, Collective Bargaining Policy, and Development Plan for Employees and Stakeholders, enhancing the Company's human rights governance to meet global standards.

This policy is approved and issued for acknowledgement and implementation by all relevant parties.