

 Synergetic Well-being Community Builder	Children Rights Policy	
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## Children Rights Policy

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## Children Rights Policy


“Child rights” are a crucial issue that organizations must regard with equal importance to the human rights of adults. Any impacts on children can significantly affect their physical and mental development, as well as their life opportunities. Therefore, children should be protected and supported in exercising their fundamental rights, enabling them to grow and develop in a safe and fair environment.

JAS Asset Public Company Limited recognizes the importance of child rights, particularly as a business engaged in commercial real estate development and shopping center management—places frequently visited by families, children, and youth in their daily lives. The Company is committed to creating a child-friendly and safe environment, as well as promoting the sustainable growth and development of children and youth in surrounding communities.

This Policy has been established as a guideline for all employees, tenants, retailers, and business partners within the Company’s premises to act in ways that respect and promote child rights in accordance with international standards, consistent with the UNICEF Child Rights and Business Principles and the Company’s sustainable business practices.

### Scope of the Children Rights Policy

This Policy applies to all levels of employees, including the Board of Directors, executives, and operational staff, as well as business partners, alliances, and external parties involved in the Company’s activities. It particularly covers any activities that may directly or indirectly impact the rights of children and youth.

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## Definitions

### Human Rights

Refer to the fundamental freedoms and entitlements that all individuals are equally entitled to, reflecting the inherent dignity of being human — including freedom of thought, physical liberty, and the right to make one’s own decisions. These rights are protected under the Constitution of the Kingdom of Thailand and international treaties.

### Child Labor


Refers to private sector employees aged between 15 and under 18 years.

### Dual Vocational Education Program

Refers to a cooperative program between educational institutions and business enterprises, designed to provide students with opportunities to gain practical experience within the workplace in accordance with the prescribed curriculum.

### Safety and Occupational Health

Refers to maintaining a safe and hygienic working environment, including measures to prevent work-related accidents and illnesses, in order to safeguard the health and well-being of all employees.

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## Scope of the Children Rights Policy

### 1) Support and Promotion of Child Rights

Children are considered a group that requires the highest level of protection under the Company's social responsibility commitments. The Company's operations and value chain may have both direct and indirect impacts on child rights if appropriate management measures are not in place.

The Company has a strict policy prohibiting the employment of individuals under the legal minimum age, as such practices may hinder proper physical and mental development or deprive them of educational opportunities. Therefore, the Company places utmost importance on preventing any adverse impacts on children's well-being.

## Good Practices

### 1. Setting the Minimum Age for Interns or Participants in Dual Vocational Programs


The Company shall set the minimum age for interns or participants in vocational training programs in accordance with labor laws and international human rights principles. This measure aims to prevent unlawful child labor and ensure that youth gain learning experiences appropriate to their age and development.

### 2. Defining the Scope and Nature of Internships

The Company shall assign internship responsibilities within a scope appropriate to each intern's skills and abilities, ensuring that the work does not negatively affect their physical or mental health, and promotes creative and safe learning experiences.

### 3. Encouraging Youth Participation and Expression

The Company encourages youth participating in internship programs to freely express their opinions or report any concerns. All feedback will be respectfully acknowledged and considered for improving and enhancing the Company's operational practices.

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#### **4. Safety and Occupational Health Management**

The Company prioritizes the safety and occupational health of employees and interns working within its premises. Appropriate safety measures, training programs, and workplace inspections are implemented to ensure that all operations are conducted in a safe environment that does not adversely affect the physical or mental well-being of workers.

#### **5. Support for Education, Sports, and Youth Well-being**

The Company supports community activities aimed at developing children and youth, including initiatives in education, sports, arts, culture, and environmental conservation. These efforts are intended to create opportunities and enhance the quality of life for young people, enabling them to grow and thrive sustainably.

#### **6. Responsible Marketing and Communications Respecting Child Rights**


The Company conducts marketing, public relations, and promotional activities responsibly, avoiding the use of content, imagery, or messaging that is inappropriate for children and youth. The Company also encourages tenants and business partners to adhere to the same responsible communication principles.

#### **7. Employment**

The Company requires that all applicants and employees — including permanent, contract, and temporary staff — must be at least 20 years of age. This ensures that employment is appropriate to the maturity and level of responsibility required for the position. The Company will carefully verify the age of all job applicants prior to employment to prevent the concealment of information or hiring below the Company’s minimum age requirement.

#### **8. Creating a Child-Friendly and Safe Environment within the Company’s Premises**

The Company is committed to developing and managing its shopping centers as safe and child-friendly environments for children and families. Emphasis is placed on thoughtful space design, installation of safety equipment, proper traffic management, and security measures in public areas.

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## 9. Promoting Collaboration with Tenants and Business Partners

The Company recognizes the important role of tenants, retailers, and business partners in building a society that respects child rights. The Company is committed to promoting collaboration in this area by considering joint initiatives for public communication and corporate social responsibility (CSR) activities, aimed at enhancing understanding and creating positive, sustainable impacts within the community.

### Policy Monitoring and Review

The Company shall review the Child Rights Policy at least once a year, or whenever there are significant changes in related issues, to ensure that its implementation remains consistent with applicable laws, international human rights standards, and the principles of the UNICEF Child Rights and Business Principles.

This Policy shall take effect from 7 November 2025 onwards.



Approved by:

Mr. Sukont Kanjana-hattakit

Chairman of the Board

