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Introduction

JAS Asset Public Company Limited respects the principles of human rights for all employees and stakeholders in accordance with the principles of good corporate governance. The Company is committed to conducting its business with integrity, fairness, and honesty, without exploiting employees or seeking profit as the sole objective. Instead, the Company continually considers the well-being and professional development of its employees in accordance with appropriate criteria and corporate guidelines, ensuring that all employees and stakeholders are treated fairly and in line with fundamental human rights principles.

The Company expects this Human Rights Policy to serve as a practical tool to foster harmony, respect, and mutual dignity among employees at all levels within the organization.


Accordingly, the Company hereby declares that this “Human Rights Policy” shall apply to all members of the Board of Directors, executives, and employees at all levels, including subsidiaries, joint ventures, business partners, and suppliers, who are required to acknowledge and comply with this policy.

Scope of the human rights policy

This Human Rights Policy applies to all operations conducted in collaboration with JAS Asset Public Company Limited, including its subsidiaries, joint ventures, business representatives, and business partners.

It covers all members of the Board of Directors, executives, and employees at all levels and serves as a framework for responsible business conduct in alignment with the principles of honesty, integrity, and good corporate governance.

The Company expects all relevant parties to adhere strictly to this policy and to perform their duties with fairness, transparency, and respect for human dignity at all times.

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Definitions

Human Rights

Refers to the fundamental freedoms and rights inherent to all human beings, equally entitled to every individual regardless of social status or background. These rights reflect the dignity of humanity, encompassing freedom of thought, body, and decision-making, and are protected under the Constitution of the Kingdom of Thailand **and relevant** international treaties.

Forced Labor

Refers to any form of work or service performed involuntarily under threat or coercion, including physical, psychological, or verbal abuse, intimidation, or detention, in which the affected individual cannot refuse or resist.

Child Labor


Refers to employment of private-sector workers aged 15 years and above but under 18 years, as defined by labor law.

Non-Discrimination

Refers to treating all employees equally and fairly at every level, without distinction based on gender, sexual orientation, race, religion, ancestry, skin color, physical appearance, social status, disability, or impairment, thereby ensuring equal opportunities and inclusion within the organization.

Occupational Health and Safety

Refers to the prevention of diseases and accidents in the workplace to ensure the physical, mental, and environmental well-being of employees in a safe and suitable working environment.

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Scope of the human rights policy

1) Forced Labor

The Company does not support and strictly prohibits any individual or department from engaging in any form of forced labor, which constitutes a violation of fundamental human rights relating to the freedom of work and employment.

Good Practices


1. The Company strictly prohibits any act of coercion, intimidation, or violence—whether physical or psychological—against employees at any level that may instill fear, deprive them of free will, or place them in a situation where they cannot refuse or resist.
2. The Company shall not transfer or assign employees to work under unsafe, harmful, or degrading conditions without a reasonable and legitimate cause.
3. The Company strictly prohibits the use of financial penalties or coercive financial practices against employees at any level, such as creating unfair debt obligations or intentionally delaying payment of compensation in order to force continued employment.

2) Child Labor

The Company has a strict policy prohibiting the employment of child labor below the minimum legal age as prescribed by labor laws. The Company recognizes that child labor can adversely affect a child's physical and mental development and deprive them of educational opportunities.

Good Practices

1. The Company requires that all applicants and employees—whether permanent, contractual, or temporary—must be at least 20 years of age at the time of employment.
2. The Company carefully verifies the age of all applicants and employees to ensure that no individual conceals an age below the Company's minimum employment criteria.

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3) Treatment of Female Employees

The Company strongly supports gender equality and diversity within the organization, recognizing that all genders are equally capable of contributing their full potential and talents to the Company. While certain roles may involve differences in physical capability, the Company upholds the principle that gender should never be a barrier to opportunity or fair treatment.

Good Practices


1. The Company supports the employment of female employees in roles that do not endanger their health, safety, or well-being.
2. The Company respects and values female employees equally to employees of other genders, ensuring equal access to opportunities and treatment.
3. Female employees who are pregnant are entitled to continue their employment under normal conditions and may fully exercise their rights to maternity leave and other relevant leave in accordance with Company regulations.
4. The Company ensures that female employees receive equal pay and benefits equivalent to those provided to male employees performing comparable work.

4) Non-Discrimination

Equality in the workplace is an essential foundation for fostering unity and collaboration among employees. The Company, therefore, promotes and encourages all employees to treat one another with fairness and equality in accordance with the Company's Code of Business Ethics and good corporate governance principles.

Good Practices

1. The Company ensures that recruitment and selection processes at all levels and for all positions are conducted fairly and equally, using the same criteria without discrimination based on gender, sexual orientation, race, religion, ancestry, skin color, physical appearance, social status, disability, or impairment.
2. The Company provides fair and equitable remuneration and benefits for all employees, consistent with the standards applicable to each job level and position.

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3. The Company ensures that training and development programs are accessible to all employees equally, without discrimination, enabling employees at all levels to gain knowledge and skills through fair and inclusive opportunities.
4. The Company ensures that recreational and employee engagement activities are open and accessible to all employees equally, allowing participation without exclusion.
5. The Company requires that employee performance evaluations and promotions be conducted according to established regulations and criteria. Supervisors must assess employees impartially and fairly, free from personal bias.
6. Supervisors are required to manage and support subordinates fairly and consistently, ensuring inclusivity, avoiding favoritism, and not discriminating against any individual employee.
7. The Company requires all employees to treat all stakeholders with equal respect and fairness, without granting undue advantage to any particular group or individual for unjustifiable reasons.
8. The Company shall not impose penalties or negative consequences on any employee who refuses to engage in acts of corruption or bribery, even if such refusal may result in a loss of business opportunities for the Company.

5) Prevention of Sexual Harassment

The Company promotes mutual respect among all employees regardless of gender identity or expression. The Company believes that all individuals—whether female, male, or of diverse gender identities—must be treated with dignity and must not be subjected to any behavior that causes discomfort or distress.

Good Practices

1. The Company encourages all employees—whether supervisors, subordinates, or colleagues—to treat one another with respect and politeness, regardless of gender identity. Employees must refrain from using offensive or mocking language, making degrading remarks, or engaging in any behavior that diminishes the value of another person based on gender differences.
2. The Company strictly prohibits all forms of sexual harassment or misconduct, whether verbal or physical, that may cause others to feel uncomfortable, embarrassed, or unsafe—regardless of gender or position.


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6) Occupational Health, Safety, and Working Environment

All personnel, regardless of their position or level, are regarded as valuable assets of the Company who contribute to the continuous growth and success of its business operations. Therefore, the Company places great importance on ensuring a safe, healthy, and conducive working environment. It is committed to protecting employees' physical and mental well-being, as well as their property, throughout their employment, so that they can work happily and productively in a safe and positive workplace.

Good Practices

1. The departments responsible for facilities and workplace maintenance must regularly inspect and ensure safety according to the established schedule to prevent risks or harm to employees' lives and property, as follows:
 - 1.1. The responsible departments shall inspect the operational readiness and quality of elevators on a regular basis and record each inspection in writing to confirm completion.
 - 1.2. The responsible departments shall check lighting systems throughout all working areas to ensure sufficient brightness and functionality at all times. If any lighting damage or malfunction is reported, the responsible team must promptly repair or replace it to restore normal use.
 - 1.3. The responsible departments shall inspect and maintain electrical appliances and electronic equipment to ensure they are safe and in proper working condition, preventing accidents that may harm employees or cause property damage.
 - 1.4. If any part of the Company's premises deteriorates or becomes damaged (such as leaking ceilings, broken tiles, or burst water pipes), the responsible departments must conduct urgent repairs. During maintenance, clear warning signs must be placed to alert employees and prevent potential injuries.
 - 1.5. Employees are strictly prohibited from placing any objects that obstruct walkways or stairways, which may cause hazards or impede movement.
 - 1.6. When driving cars, trucks, or motorcycles within the Company's premises, employees must drive safely at an appropriate speed and must not honk unnecessarily, as it may disturb others.

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1.7. The Company employs security officers to maintain safety and order within the premises.


1.8. Employees are prohibited from engaging in any activities or behaviors that may damage the Company's buildings, facilities, or property.

1.9. The Company grants all employees the right and responsibility to immediately report any potential hazards or damages to the responsible departments upon discovery and encourages them not to ignore any risks that may affect safety.

2. The Company promotes the "5S" workplace organization principles—Sorting, Setting in order, Shining, Standardizing, and Sustaining—across all work areas and personal desks to prevent accidents and maintain hygiene.
3. The Company provides drinking water dispensers in multiple areas to ensure employees have access to clean and healthy drinking water at all times.
4. The Company ensures that restrooms are clean, hygienic, and sufficient to accommodate the number of employees within the premises.
5. The Company employs dedicated cleaning staff on each floor to maintain cleanliness and hygiene in all work areas, ensuring a safe and pleasant working environment.
6. Waste collection is performed daily by cleaning staff on every floor to maintain good hygiene, prevent disease, and eliminate unpleasant odors in the workplace.
7. The Company conducts annual fire evacuation drills for all employees at least once a year, in strict compliance with its safety plan.

7) Employee Representatives

In addition to the Company's established regulations, operational guidelines, and human rights policies, the Company has appointed a Welfare Committee within the organization to serve as a central body representing employees. This committee plays a key role in addressing and mitigating significant workplace issues or concerns on behalf of employees, ensuring that the Company treats and supports all employees fairly and equitably across all levels and positions.

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Good Practices


1. Supervisors and managers at all levels shall not interfere with the operations or decision-making of the Welfare Committee without justifiable reasons.
2. Employees at all levels have the right to raise concerns, negotiate, or discuss matters related to working conditions or employment terms with the Company through the Welfare Committee safely and without fear of retaliation.
3. Members of the Welfare Committee must possess adequate knowledge of labor laws and internal regulations, ensuring that they can provide accurate, up-to-date, and reliable information and responses to employees' inquiries in a timely and professional manner.

8) Human Rights Toward Stakeholders

The Company places great importance on all groups of stakeholders and is committed to ensuring that clear guidelines and fair practices are established to safeguard their rights, promote mutual benefit, and enhance stakeholder satisfaction to the highest degree.

Good Practices

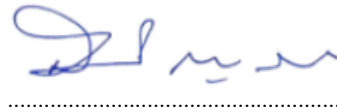
1. The Company recognizes the importance of all stakeholder groups and is committed to treating every stakeholder with respect, courtesy, and dignity at all times.
2. The Company shall not engage in any actions that infringe upon the rights of stakeholders, such as creating unnecessary barriers to accessing information that must be publicly disclosed, which may prevent certain stakeholders from receiving company information equally and transparently.
3. The Company shall avoid any actions that negatively impact nearby communities, including those that may cause pollution, excessive noise, or disturbances that affect residents' quality of life and well-being.

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Policy Review and Improvement

The responsible department shall review and update this policy annually to ensure that all processes and practices remain current, relevant, and responsive to evolving circumstances. The revised policy shall be submitted for consideration and approval by the Board of Directors on a continual basis.

This policy shall take effect from December 19, 2023 onwards.



Approved By

Mr. Sukont Kanjanahuttakit

Chairman of the Board

