

Policy on Human Rights

SCG Decor Public Company Limited

The Board of Directors Meeting of SCG Decor Public Company Limited (“the Company”) No. 200 (4/2022) held on December 1, 2022, resolved to approve the first Human Rights Policy, and the Board Meeting No. 1/2023 held on June 9, 2023, subsequently endorsed the continuous enforcement of the Policy upon the conversion of the Company into a public limited company.

Definition

“SCG Decor” refers to SCG Decor Public Company Limited and its subsidiaries based on the consolidated financial statements.

Both domestically and internationally, SCG Decor Public Company Limited (“the Company”) and its subsidiaries (hereby called “SCG Decor”) aim to conduct business with ethics, adhering to responsibility toward society and all groups of stakeholders based on Good Corporate Governance principles and SCG Decor’s Code of Conduct. For human rights protection, SCG Decor has strictly complied with laws and in accordance with internationally accepted standards especially giving support to and complying with United Nations Global Compact: UNGC, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: ILO. Moreover, SCG Decor also commit to managing Human Rights according to the Code of Conduct and other company-specific statements of commitment.

The Board of Directors meeting has approved this policy as human rights guideline to ensure that SCG Decor’s business is free from human rights violation, the Board of Directors has deemed it appropriate to issue the Human Rights Policy and guidelines to prevent violation of human rights in every activity of SCG Decor’s business (direct activity), including suppliers/contractors in business value chain and joint ventures.

Scope of Application

This Human Rights Policy and requirements are applicable to all activities of SCG Decor (employees, direct business activities, products and services) where SCG Decor has management control such as own operations.

SCG Decor expects and encourages business partners of which SCG Decor does not have overall control, such as associate companies and other companies in which SCG Decor jointly invested as well as contractors, suppliers, and other related parties to uphold and comply with this policy.

Definition Terms in the Human Rights Policy

“Human Rights” are rights inherent to all human beings, regardless of physical or mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status as stipulated by laws of each country and treaty each country has commitment to. Human rights include the rights to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor and child labor, freedom of expression, freedom of association and the right to work and working hours, the right to education, equal remuneration and other rights. Everyone is entitled to these rights, without discrimination in accordance with diversity and inclusion.

“Discrimination” is defined as the act and the result of treating people unequally by imposing unequal burdens or denying benefits, instead of treating each person fairly on the basis of individual merit. Discrimination can also include harassment.

“Harassment” is defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they are addressed. Non-sexual harassment includes but is not exclusive to mobbing and bullying, while sexual harassment includes a sexual component.

“Vulnerable Group” means a “population within a country that has specific characteristics that make it at a higher risk of needing humanitarian assistance than others or being excluded from financial and social services such as women, disability person, children, indigenous people, migrant workers and people, LGBTQI+, third- party contracted labor, contractors and community.

Human Rights Policy

The Board of Directors, executives, and employees of SCG Decor at all levels shall be aware of the importance of human rights and respect human rights of everyone in all aspects including social and community, laws of each country and treaty each country is committed to and:

1. Treat everyone according to human rights principle on equal basis without discrimination;
2. Avoid any act considered violation of human rights;
3. Support human rights protection;
4. Support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any related parties.

Guidelines

This policy covers SCG Decor's business operations both domestically and abroad as follows:

1. Everyone shall respect human rights and treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without discriminating others based on their differences in physical and mental status, race, nationality, national or social origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.
2. Perform duty with care to prevent any risks of human rights violation in business and commit to preventing all forms of harassment, including sexual harassments and other forms of harassment.
3. Everyone shall support communication and dissemination of the Human Rights Policy, education, creation of understanding, defining direction, and provide any support to employees, suppliers/contractors in the business value chain and those in the joint ventures to join the business with ethics, respecting human rights and treating everyone based on the human rights principle in this policy, and regularly check for understanding.
4. Everyone shall be vigilant about human rights respect; and shall not willfully neglect or ignore any act considered violation of human rights related to SCG Decor and shall report the incident to supervisors or responsible parties as well as cooperating in fact-finding investigations. Should there be any inquiries, the employees may consult their supervisors or responsible parties through designated channels.
5. Provide up-to-date and effective grievance mechanism for reporting incidents, fairly treat, and protect any whistleblower who reports a violation of the human rights of an individual related to SCG Decor by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in the Whistleblowing Policy.
6. Continuously develop and conduct a due diligence process covering new investment or mergers and partnership in order to identify human rights risks and impacts as well as all potentially affected groups of stakeholders, to plan for corrective and preventive actions on addressing, preventing, and managing human rights violations in accordance with a unified organization-wide risk management framework which covers related industry and country specific issues, and to track and monitor the situation. Also, appropriate mitigation and remediation plans shall be set for human rights violation cases.
7. The Company is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
8. Any person who violates the human rights, which are considered acting against SCG Decor's Code of Conduct, shall be considered for disciplinary penalty as defined by SCG Decor and may be subject to legal punishment if the act is against the law.
9. The Company is committed to communicate, report, and disclose human rights implementations to the public in a complete and transparent manner.
10. Regularly review the Human Rights Policy by taking into account changes that are significant to the organization.

To embed this human rights policy as part of the organizational culture and put it into concrete practice, SCG Decor has been designated, both domestically and internationally, to apply this policy to suit business operations in line with the vision of the Company.

This Policy shall be effective from June 9, 2023.