

January 4, 2021

## LABOR PRACTICE POLICY

RS Cannery Co., Ltd. being fully aware of its responsibility to employees in their business conducting, has set forth following labor practice policy.

1. The company shall treat its employees in accordance with the Thai Labor Protection Act 2541 and all other related labor laws. This includes setting up of the company regulations.
2. The company shall respect the rights of employees without discriminations in all aspects which include races, nationalities, religions, languages, ages, gender, marital status, disabilities, labor union association and political party preference.
3. The company shall not participate in child labor, forced labor and any kind of labor relevant to human trafficking in every process of its business.
4. The company shall equally and continuously develop employees' potentialities.
5. The company shall evaluate and remunerate its employees fairly and properly.
6. The company shall encourage all business partners in its supply chain to abide by Thailand labor laws.
7. The company shall continuously review and improve its policy which includes its implementation.

This above-mentioned policy shall be notified and communicated to all employees for their understanding and implementing.