



## LABOR PRACTICE POLICY

RS Cannery Company Limited ("the Company") is committed to our responsibility to employees. To ensure we follow through with our commitment, we have set forth the following Labor Practice Policy which applies not only to our production facility but also across our supply chain, including the supply vessels.

- 1) **Lawful Conduct** – The Company shall treat its employees in accordance with the Thai Labor Protection Act 2541 and other related labor laws. This includes the set-up of the Company's regulations.
- 2) **Employment Status** – The Company shall strictly employ only those who are legally authorized to work in the Company's respective jurisdiction. The Company is responsible for verifying the employees' employment eligibility with the presence of appropriate documentation.
- 3) **Recruitment and Employment Condition** – The Company shall work only with recruitment agencies with legal licenses to conduct their respective business. No recruitment fees and/or documentation expenses – including passport, visa, work permit and health check-up – shall be collected from its foreign employees. Employees shall work on a voluntary basis without subject to any exploitation.
- 4) **Employment Practices** – The Company strictly prohibits any form of slave, forced, bonded, indentured or involuntary labor as well as any engagement in human trafficking or exploitation.
- 5) **Prohibition of Underage Labor** – The Company shall not employ labor under the age of 18.
- 6) **Freedom of Association** – The Company shall respect the rights of employees to or not to associate with any group, as permitted by and in accordance with all applicable laws and regulations
- 7) **Anti-Discrimination and Fair Treatment** – The Company shall maintain a workplace free of discrimination – whether from races, nationalities, religions, languages, ages, gender, marital status, disabilities, labor union association or political party preference – and treat all employees with fairness, dignity and respect. No form of physical, sexual, psychological or verbal harassment or abuse shall be tolerated.



- 8) **Wages and Benefits** – The Company shall remunerate its employees fairly. Employees shall be paid the applicable lawful minimum wages, including overtime, and ensure equal pay for equal work without discrimination.
- 9) **Working Hours** – The Company shall provide appropriate working hours and any overtime work shall be voluntary. Workers shall be allowed to work no more than six days a week, eight hours a day, and two hours overtime a day.
- 10) **Workplace Safety** – The Company shall ensure that employees receive all relevant communication and training on safe workplace practices and emergency planning.
- 11) **Grievance Policy** – The Company shall listen to employees' grievances and suggestions for continual improvement with multiple channels of grievance expression available.
- 12) **Personal Data Protection** – The Company shall maintain confidentiality of employees' personal data.
- 13) **Business Partners & Supply Chain** – The Company shall encourage all business partners across its supply chain to commit to a similar Labor Practice standard
- 14) The Company shall do our best to help employees learn and grow professionally and personally to realize their maximum potential.
- 15) The Company shall continuously review and update its Labor Practice Policy, as well as adjust and implement of any updated or new policy.

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