

Human Rights Policy

Dohome Public Company Limited

Human Rights Policy

Significance

It is the Company's policy to support, respect and protect human rights by treating any persons concerned, whether employees, communities and the surrounding society with a respect for human dignity, taking into consideration an equality and equal freedom, not breaching fundamental rights, and not discriminating on the grounds of race, nationality, religion, language, skin colour, age, education, physical condition or social status; as well as overseeing the business not to involve in any human rights violations such as child exploitation and sexual harassment.

Objectives

The Company fully commits to a respect for human rights. Knowledge on human rights has been formulated and an awareness has been raised among personnel to follow the human rights principle and relating universal principle to ensure that its entire business operation including all stakeholders are free from human rights violation. The Company also encourage its business partners and associates not to be involved with human rights violation.

Policy on Conduct and Respect for Human Rights

The directors, executives and all employees are required to respect the human rights emphasizing on the human dignity, rights, freedom and equality. The Company has formulated this human rights policy to be applied as follow:

1. Directors and Top Management of the Organization

- 1.1 Explicitly announce the organizational policy on human rights to be perceived both internally and externally.
- 1.2 Publish its activities on human rights and implement the human rights policy and practices in every activity of the Company's operations.
- 1.3 Assess the risk and impact of human rights, examine the human rights issues in every aspect including any potential impacts arising from business operations.
- 1.4 Monitor and inspect operations; coordinate and plan to prevent any impacts in which the Company's activities may be involved in human rights violations.
- 1.5 Initiate remedy procedures in case of damage occurred from human rights violation; as well as correct and prevent the impact of such damage.

- 1.6 Set up a complaint mechanism for witnesses or victims; determine and implement human rights protection measures in every steps of business operations with constant monitoring and reporting.
- 1.7 Organize training to provide knowledge on human rights to executives and employees at all levels in order to recognize the fundamental rights and freedom every human deserves. This will reduce a risk of human rights violations in business operations.
- 1.8 Oversee a fair employment and compliance to a law on labour protection; for instances, not discriminating against employees and on the ground of sex, paying fair remuneration, not laying off pregnant employees and not employing children below the age of 18 years.

2. Executive and All Employees

- 2.1 Human rights of the executives, employees, business partners and business associates, including all stakeholders throughout the value chain will be protected.
- 2.2 To respect the human rights, obey the law and implement the human rights principle equally with a respect for each other without discrimination on the grounds of race, birthplace, religion, belief, gender, skin colour, language, ethnic group, social status or any other status against all stakeholders in every place that the Company's business is located.
- 2.3 Avoid any offending actions or taking part in causing an impact on the human rights, both directly and indirectly, against all stakeholders.
- 2.4 Participate in, cooperate, being vigilant, take care of each other and promote the human rights issue among all stakeholders by all means; and follow the human rights principle.
- 2.5 Communicate and educate all stakeholders to understand, as well as encouraging business partners and associates not to involve in human rights violation.
- 2.6 Not neglect or ignore when witnessing an action in breach of human rights in relations to the Company. Such action must be reported to superiors or the Whistleblowing channel.

Furthermore, the Company has strengthened its monitoring effort on the conformity to the human rights regulations. In this regard, arrangements are made to facilitate opinion exchange; and victims of human rights violation caused by the Company's business operations are provided with a complaint channel and are remedied as reasonable.