

7.2 Human Rights

Somboon Advance Technology place a strong emphasis on human rights issues within the business sector, recognizing that these are fundamental rights and freedoms at birth, and that equality is a foundation for effective co-working among the Company's employees. To reduce the risk of human rights infringement among stakeholders that may occur due to unsafe workplace environments, discrimination towards business partners, and pollution that may affect the rights of the community, the Company has performed procedures as follows.



Policy



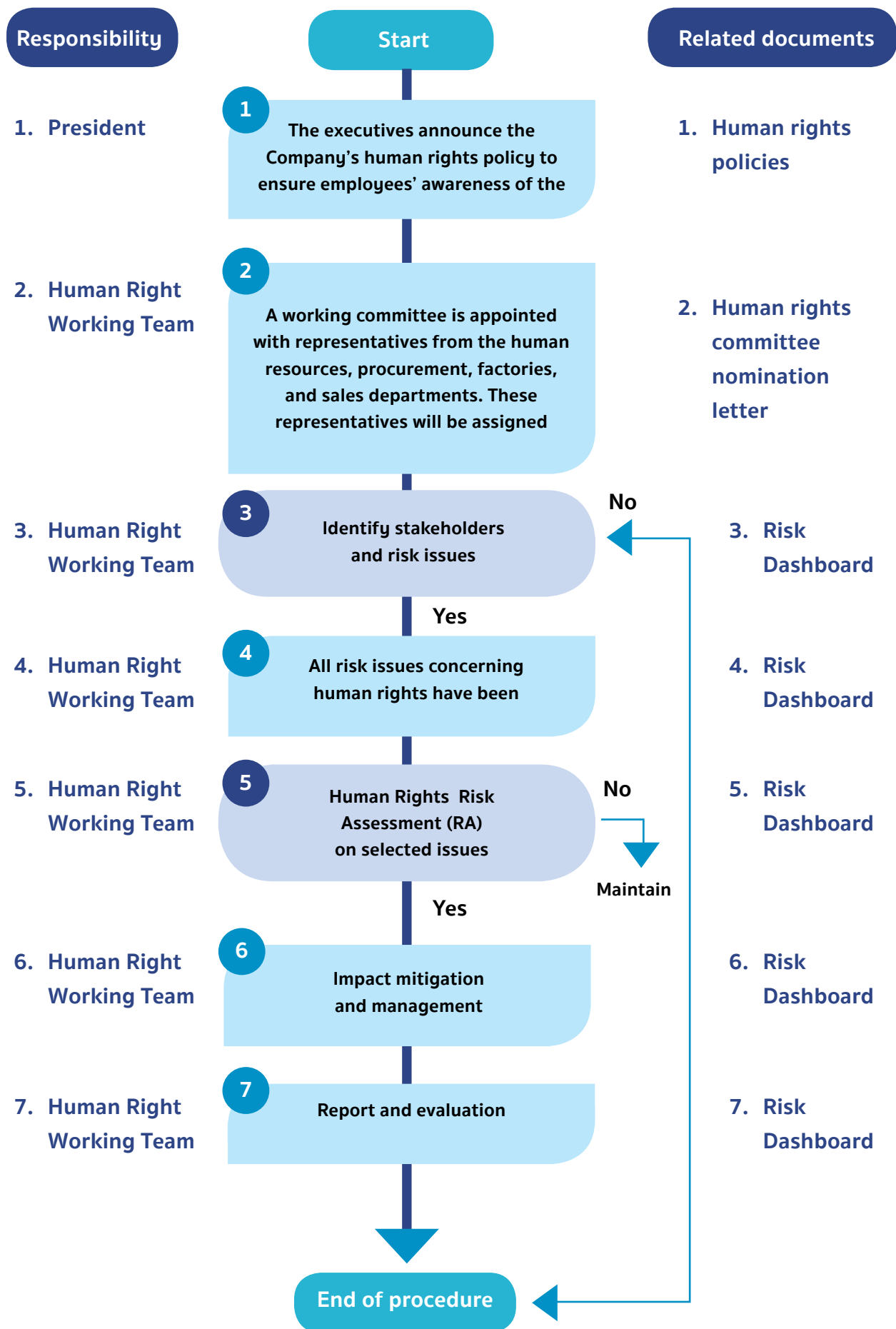
Somboon Advance Technology have expressed their intention and commitment to conducting business in adherence to human rights principles. To achieve this goal, the Group has implemented important principles such as the United Nations Guiding Principles on Business and Human Rights (UNGPR) and the Guide to Human Rights Impact Assessment and Management (HRIAM). Additionally, the Group has established comprehensive human rights monitoring procedures, including human rights policies and practice guidelines outlined in the code of conduct. These guidelines are intended to provide important guidance and communicate with employees and stakeholders to ensure consistent practices throughout the demand chain.



Management Approach

The Company has inclusively considered human rights issues related to its stakeholders. Currently, the Company has evaluated human rights issues across various departments, including human resources, procurement, factory representatives, and marketing, focusing on four aspects: 1) employees and subcontractors, 2) customers, 3) suppliers, and 4) the community and society. This demonstrates the Company's commitment to respecting human rights and avoiding their infringement towards all stakeholders. Additionally, the Company has conducted human rights risk assessments at both the unit and organizational levels, following specific procedures as follows.





Human right risk assessment in 2022



1. Respect for and compliance with rights of affiliated companies, employees, and subcontractors

The Company has formulated policies to ensure equal and just treatment of employees without racial or religious discrimination. All employees have been hired and employment contracts have been prepared in accordance with labor laws. Gender diversity is treated equally, and female employees are relocated to appropriate positions when pregnant. Regular medical check-ups and examinations are conducted to identify potential risk factors and diagnose health problems related to daily workload. The employment of children under the age of 18 is strictly prohibited. The Company continuously improves its guidelines in accordance with human rights issues, including hiring and employment, work evaluation, remuneration, staff development, and labor relations policies.



2. Respect for human rights of business customers

When conducting business with customers, several important perspectives on human rights have emerged, including the disclosure of personal data. The Company has implemented appropriate management procedures and safe data storage to address these concerns.



3. Respect for human rights of suppliers

When conducting business operations with our partners, emerging issues include cooperative activities during the production and transportation of goods or raw materials, which may have a high risk of accidents due to circumstances or practice guidelines that do not cover appropriate safety measures. Beginning in 2022, the Company has started keeping records of accidents involving subcontractors' business partners, to ensure access to data for analysis and formulation of appropriate safety plans for our business partners.



4. Respect for human rights of the community and the society

During the production process, issues related to pollution may arise, which could impact the surrounding communities. However, the Company has implemented complaint management procedures to address concerns from the community and develop suitable guidelines for improving the community's quality of life while also caring for the environment. These efforts align with ISO 14001 and EIA measures. Additionally, the Company has made necessary amendments and improvements based on community feedback, to ensure correct, suitable, and sustainable operations.

Impact mitigation and management



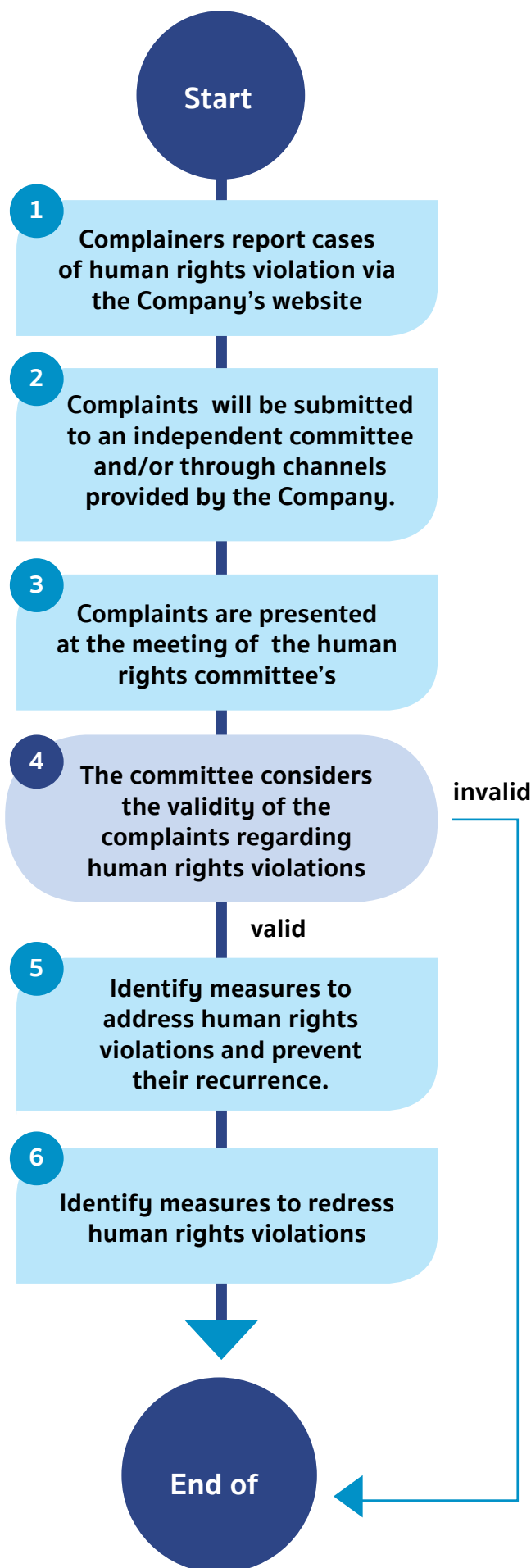
After assessing the risks and impact, the Company has identified the need for additional measures for impact mitigation and management, particularly for high and extremely high risk issues. To reduce negative impacts to a minimum level and enhance positive impacts that may arise, the Company has determined measures that will be applied to projects or activities with high and extremely high impacts on human rights. After implementation, the operation plans will be monitored and revised to achieve the highest efficiency. Upon completion of human rights impact assessment procedures, the impacts will be reassessed to identify any possible residual impacts.

Management of complaints and remedies for human rights violations



The Company has established channels for employees and stakeholders to submit feedback, evidence, or complaints in case of events or actions that violate human rights or ethics. These complaints will be handled appropriately to ensure fairness and that whistleblowers are protected from retaliation. The Company also provides the highest level of protection for whistleblowers who report violations by following the procedure outlined below. If a violation of human rights has been committed by a member of our staff and is proven by law, the Company will provide reparation measures for the affected party. These measures may include medical treatment, compensation, and follow-ups to ensure appropriate reparation.





Performance

In 2022, the company conducted a human rights risk assessment and monitored operational results, and no human rights violations or violations of the rights of employees or stakeholders were identified. The risk level was assessed as low.



0 complaint on human rights violations

The Company's complaint channels

(Human rights violations complaints)

