



HUMAN RIGHTS POLICY

S HOTELS & RESORTS PUBLIC COMPANY LIMITED

Proposed by

Sustainable Development Department

Endorsed by

Corporate Governance and Sustainable Development Committee

Approved by

Board of Directors



S HOTELS & RESORTS PUBLIC COMPANY LIMITED

Table of Contents

	Page
1. Introduction	1
2. Objectives	1
3. Scope of Policy Enforcement	1
4. Definitions	1
5. Roles	3
6. Details of the Policy	3
7. Policy Review and Supervision	5
8. Monitoring Policy Compliance	5
9. Violation	5

1. Introduction

S Hotels & Resorts Public Company Limited and its subsidiaries (“the **Company**”) places a great importance on conducting business in accordance with Principles of Good Corporate Governance, acknowledging responsibility to society and stakeholders which is in line with the Company's commitment to sustainable development. This Human Rights Policy ('the Policy') has been developed as a framework for conducting business with due regard and vigilance to avoid human rights violations throughout the business value chain in accordance with international best practices.

2. Objectives

- 2.1 To serve as a guideline for conducting business with respect and vigilance to avoid human rights violations in accordance with international best practices.
- 2.2 To support the commitment to the United Nations' Business and Human Rights Principles in Thailand.
- 2.3 To conduct business in accordance with the Principles of Good Corporate Governance, accountability to society and all stakeholders, which is in line with the Company's sustainable development philosophy.
- 2.4 To establish a foundation and globally accepted standards of practice.
- 2.5 To adhere to the best practices of the Stock Exchange of Thailand ("SET"), the Thai Institute of Directors Association, and guidelines or frameworks of regulatory bodies and/or other relevant entities.

3. Scope of Policy Enforcement

This Policy applies to the directors, executives, employees of the Company and its subsidiaries covering the operations of the Companies, and all its subsidiaries over which the Company has managerial authority. It extends to consumers, customers, partners and communities. Compliance includes respecting personal data, treating all stakeholders fairly, including listening to feedback, and supporting the involvement of all stakeholders.

4. Description

Word or text	Meaning
Policy	- Human Rights Policy
Company	- S Hotels & Resorts Public Company Limited
Subsidiary	- A limited company in which the Company directly and/or indirectly holds more than 50 percent of shares or has control over it.
Human Rights ¹	- Natural rights inherent to humans from birth. Every human being has human dignity.

¹ The National Human Rights Commission 2019

Word or text	Meaning
	<ul style="list-style-type: none"> - Universality and Inalienability - Inability to be divided and the absence of any right being more significant than another (Indivisibility) - Equality and Non-discrimination - Coverage of diverse issues/community diversity, respect human dignity, child labor/forced labor, non-discrimination, gender equality, personal rights, rights of persons with disabilities, children's rights, quality of life maintenance for workers and establishments, ensuring safety and good health, data privacy and security, including fair employment practices and compensation.
Sustainability / Sustainability Development ²	The development which meets the needs of the present generation without compromising the ability of future generations to meet their own needs.
Employees	Permanent, temporary, and special contract employees of the Company and its subsidiaries.
Child Labour	Adhere to the laws of the country where the Company or its subsidiaries operate. In Thailand, this means employees who are minors aged 15 Yrs. and above, but under 18 Yrs., and prohibits employers from hiring children under 15 Yrs. as employees. Individuals aged 18 Yrs. and above are not considered child labour.
Standard Labour / Forced Labour ³	Compelling individuals to work through coercion, intimidation, detention, threat of delay, abuse, or punishment, without the individual's voluntary consent or willingness.

² World Commission on Environment and Development. 'Our Common Future'. Oxford: Oxford University Press, 1987

³ The Convention concerning Forced or Compulsory Labour, 1930 (No. 29), International Labour Organization.

5. Roles

5.1 Board of Directors

The Board has roles, duties, and responsibilities in overseeing, reviewing, and approving Company policies, including acknowledging reports of violations related to Human Rights through the Company's reporting channels.

5.2 Governance and Sustainability Committee

The Committee shall be responsible to review and approve policies, provide guidance and supervision, ensure alignment of company operations with the Human Rights Policy, acknowledge advancements, and foster activities that uphold human rights, encompassing additional human rights-related roles and responsibilities consistent with the Charter of the Corporate Governance and Sustainable Development Committee. Furthermore, it plays a role in acknowledging reports of human rights violations via the company's reporting channels.

5.3 Chief Executive Officer and Executives

The CEO and executives have a duty and responsibility to acknowledge and adhere to the policy, consider conducting business on the basis of human rights principles, abstain from engaging in or being associated with activities that support actions violating or posing a risk to human rights, including overseeing to prevent and/or refrain from any actions falling within the scope of supporting human rights violations within the Company's key business value chain.

5.4 All Employees

Employees are tasked with the duty and obligation to acknowledge and comply with this policy, including the human rights guidelines set out in the Code of Conduct.

6. Policy Details

The Company maintains the Policy to conduct its business operations with due regard and caution, ensuring the non-violation of human rights throughout its business value chain in accordance with internationally recognized best practices, including the 'Universal Declaration of Human Rights (UDHR)' and the 'United Nations Guiding Principles on Business and Human Rights (UNGPs)'. These principles consist of the 'Protect-Respect-Remedy' principles.

The Board of Directors, executives, and employees at all levels of the Company and its subsidiaries are entrusted with the following duties and responsibilities:

- 6.1 Respect and treat all stakeholders equally and in absence of discrimination based on gender, race, religion, culture and tradition, local identity, beliefs, skin colors, place of origin, ethnicity, native, physical differences, personal characteristics, disabilities, age, personal thoughts and rights, or other differences / diversity, respect for the individual

and human dignity, including ensuring the labor's life quality and the workplace safety and hygiene.

6.2 Avoid and refrain from supporting actions that disrespect and/or violate human rights, including:

- Prohibits the use of forced labor or engaging in any form of human trafficking;
- Prohibits from employing or endorsing child labor below the legal age limit;
- Prohibits coercing employees into working overtime without their consent;
- Prohibits any termination, demotion, or reduction of the benefits of female employees due to pregnancy reasons;
- Promoting the rights of persons with disabilities and supporting the employment of disabled individuals with suitable positions as prescribed by law;
- Avoiding violations, intimidation, coercion, including any forms of physical or psychological abuse towards employees, as well as preventing harassment in all forms, including sexual harassment and other forms of harassment.

The Company does not endorse business activities that contradict the provisions of this Policy by other stakeholders within the business value chain over which the Company has no managerial authority. The Company shall oversee and support compliance with the Policy through appropriate governance mechanisms.

6.3 Listen and provide remedy according to the UNGP's principles which the Company has established a whistleblowing channel for receiving complaints and reports on human rights violation and/or disrespect through various channels as specified in the most recent Whistleblowing Policy of the Company, in which the alleviation procedure shall be made as deemed appropriate.

6.4 Assess and identify human rights risks and potential impacts through the appropriate implementation of Human Rights Due Diligence (HRDD) as outlined in the UNGP. This includes identifying and assessing human rights risks, taking appropriate actions, tracking the effectiveness of measures, and communicating with stakeholders, in which the Company shall adjust the implementation to be appropriate for its business operations.

7. Policy Review and Supervision

The Sustainable Development Department is responsible for reviewing and supervising the policy annually. Approval is sought through the Corporate Governance and Sustainable Development Committee, and the Policy is then submitted to the Board of Directors for approval and implementation.

8. Monitoring Policy Compliance

The Company will ensure that its operations are based on the principles of respect for human rights, through processes of monitoring the status of human rights and assessing the risks of human rights violations that may arise from the Company's operations on a regular basis.

9. Violation

Failure to comply with the Human Rights Policy, the Company reserves the right to consider penalties according to the regulations governing the Company's operations.

As of 21 February 2024

- Mr. Apisak Tantivorawong -

(Mr. Apisak Tantivorawong)

Chairman of The Board of Directors
S Hotels & Resorts Public Company Limited