



Human Rights Policy
S Hotels and Resorts Public Company Limited
(Amendment No. 2: 26 February 2026)

Summary of Review / Revision Records

Date	Version	Page No.	Details of Review / Revision	Requester
24 February 2023	Original Issue	-	-	-
21 February 2024	Amendment No. 1	1 - 6	Introduction: Revise to refer to the Company and its subsidiaries collectively as “the Company” Objectives: Add “which in line with the Company’s sustainable development philosophy” to item 2.4. Scope of Application: Expand the policy’s scope to cover consumers, business partners, customers, etc. Descriptions: Add definitions for the Policy, the Company, subsidiaries, and the protection of personal data under human rights. Roles and Responsibilities: Add the word “all” before “employees” in item 5.4. Policy Details: Add more content to items 6.1, 6.2, and 6.3. Policy Review: Assign the Sustainability Development Department to review and supervise the policy annually.	Sustainable Development Department
26 February 2026	Amendment No. 2	3, 4-5	Scope of Policy: Add expectation of policy enforcement to partners and all stakeholder groups. Policy Details: Add more content to items 6.1, 6.2, 6.3 and 6.4.	Sustainable Development Department, Human Resources and Brand Culture

Table of Contents

1.	Introduction	1
2.	Objectives	1
3.	Scope of Policy	1
4.	Description	2
5.	Roles	3
6.	Policy Details.....	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

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 extending to consumers, customers, partners and communities. The Company also expects and encourages business partners and all stakeholder groups throughout the value chain, over which the Company does not have direct management control, to comply with this Policy. Compliance includes respecting personal data, treating all stakeholders fairly, including listening to feedback, and supporting the involvement of all stakeholders

4. Descriptions

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	- 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.

5. Roles

5.1. Board of Directors

The Board has roles, duties, and responsibilities in overseeing, reviewing, and approving

¹ The National Human Rights Commission 2019

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.

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

All 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 (UNGPR)'. 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 in accordance with human rights principles, without discrimination of any kind. The Company upholds respect for individuality and human dignity, and ensures fair and equitable treatment of employees and workers, including persons with disabilities and other vulnerable groups, by providing equal opportunities in employment, compensation and benefits in compliance with applicable laws and adequate for a reasonable standard of living, career development, freedom of association in accordance with applicable laws, and the maintenance of

occupational health, safety, and a safe working environment. The Company also promotes the rights of persons with disabilities and supports their employment in appropriate roles as prescribed by law.

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 work that is hazardous to health or conducted under conditions that may pose risks to occupational health and safety
- Prohibits any illegal labor, in cases where the employment of migrant workers is required, the Company shall ensure that their employment is conducted in compliance with applicable local laws and regulations
- Prohibits any termination, demotion, or reduction of the benefits due to pregnancy and ensures that pregnant employees are not assigned to work in conditions that may pose risks to their health, safety, or pregnancy
- 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 Evaluates potential environmental and health impacts on nearby communities, and establishes processes for stakeholder engagement, grievance mechanisms, and appropriate remediations to prevent, mitigate, and address such impacts. Furthermore, the Company supports the development of local infrastructure in its areas of operation to enhance community well-being, reduce human rights risks, promote local employment and economic opportunities, protect the environment, and implement initiatives that contribute to sustainable community development.

6.4 Respect customer rights by ensuring the development and deliver of high-quality products in accordance with established standards and in an environmentally responsible manner, provided under fair and transparent conditions. The Company places importance on customer satisfaction and safety, respects customer privacy, and ensures fair and equal treatment for all customers

6.5 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

6.6 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

Announced on 26 February 2025

-Signature-

(Mr. Chayanin Debhakam, D.B.A)

Chairman of The Board of Directors

S Hotels and Resorts Public Company Limited