

## HUMAN RIGHTS POLICY

### 1. OUR COMMITMENT

At Minor International PCL (“MINT” or the “Company”), we are committed to growing business and simultaneously improving economic, social and environment of communities where we operate. To reinforce our social commitment, we are fostering a corporate culture of compliance that is grounded in integrity and ethical behavior. We respect our employees’ human rights and pledge to promote human rights in our operations and with relevant stakeholders throughout our value chain.

MINT Human Rights Policy embodies our commitment to conduct business with integrity, openness and respect for universal human rights, as those expressed in the International Bill of Human Rights, International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, Children’s Rights and Business Principles by UNICEF, the UN Global Compact and Save the Children and applicable international and local regulations.

MINT’s established Human Rights approach starts with due diligence process where potential human rights risks are identified. We recognize the importance of stakeholder engagement as a tool to receive honest inputs from within our operations and in our value chain, including communities where we have presence. We are committed to providing fair and equitable remediation against those identified risks and to monitor current and future human rights issues to ensure intolerable risks are effectively managed.

#### 1.1 Purpose

The purpose of this human rights policy (“Policy”) is to provide a framework through which we can ensure that we are behaving responsibly and respectfully to others; whether they are employees, suppliers, contractors, customers, community members and other external stakeholders.

## **1.2 Scope and Applicability**

This Policy applies to Minor International PCL, all business units, divisions and offices, across all jurisdictions where we operate, including any subsidiaries and affiliates entities in which the Company has interest and operational control.

This Policy applies to anyone who works on the Company's behalf, including permanent or contract employees, trainees, interns, consultants, contractors, executive officers and board members.

MINT is committed to working with and encouraging our stakeholders in the value chain, including suppliers, franchisees, non-operational controlled businesses, joint venture partners, customers and community members, to uphold and adopt the principles in this Policy.

## **2. HUMAN RIGHTS POLICY**

### **2.1 Work hours, Minimum Wages and Benefits**

MINT operates in full compliance with applicable wage, work hours, overtime and benefits laws and will compensate employees fairly reflecting the industry and local labor market conditions.

Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. The information about remuneration, benefits and welfare shall be provided to every employee in writing and made available in the language understood by all employees.

MINT must ensure that all employees have the right to sick leave and annual holiday, as well as parental leave for employees who have to care for a new-born or newly adopted child as provided by national legislation. Employees who take such leave must not, as a result, face dismissal or threat of dismissal.

Employees shall receive notice and severance pay according to labor laws in the situation of employment contracts' termination where employees did not commit offense to the company or are eligible for retirement.

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## **2.2 Labor Standards, Safe and Healthy Workplace**

We provide our employees with safe and healthy working conditions and reasonable daily and weekly work schedules which comply with applicable safety and health laws and regulations. In pandemic circumstances, employees are provided with protective gears and relevant training to ensure employees' safety and well-being. We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

## **2.3 Diversity, Equity and Inclusion**

MINT values the contributions from the diversity of the people whom we work with. We are dedicated to providing equal opportunities to all employees. The processes of recruitment, hiring, development, compensation and promotion shall be done with transparency, integrity and fairness on qualifications, performance and experience.

We are maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We respect rights of our employees and our stakeholders and adopt reasonable and inclusive practices throughout our operations and seek to eradicate prejudice, discrimination and harassment. Any employment-related decisions, from hiring to termination and retirement, must be based solely on lawful, non-discriminatory criteria. MINT takes a zero-tolerance approach to any forms of harassment or discrimination.

## **2.4 The Freedom of Association and Collective Bargaining**

MINT must respect employees' rights to form, join or not join a labor union, or other organization of their choice and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment or termination of employment. We respect our employees' freedom of association and the right to choose collective bargaining representatives. We are committed to providing a constructive interchange with their freely chosen representatives.

## **2.5 Prevention of Forced Labor and Human Trafficking**

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

## **2.6 Protection of Children Rights and Child Labor**

We are committed to complying with relevant local and international regulations on children rights and child labor. We shall ensure that no underage or child labor is employed in our operations, the protection and safety of children is taken into consideration in all business activities and facilities, and products and services are safe and seek to support children's rights.

## **2.7 Health and Wellness**

Customers' health and well-being is utmost priority in conducting business at MINT. We respect their right by providing safe, quality and healthy products and services. We also pledge to protect customers' personal information and their privacy as well as to respect their rights to information.

## **2.8 Respect to Land Use and Sound Environment**

We acknowledge that land use across our value chain may have major implication for Human Rights. We help protect the land rights and ensure sound environment of local communities. Our Environmental Policy has guided and enabled us to achieve this commitment. We also engage with people in those communities, including indigenous peoples as well as other vulnerable groups. Our goal is to guarantee that we are listening to, learning from and considering their perspectives as we conduct our business through transparent discussion.

# **3. REPORTING VIOLATIONS**

The Company and all employees must work together to ensure prompt and consistent action against violations of this Policy. If you become aware of the potential or actual breach of this Policy, please

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discuss your concerns with your manager first. If you do not feel comfortable discussing your concerns with the manager, then you can use the following whistleblowing channels:

**Whistleblower portal:** *www.minor.com/whistleblowing*

**Email:** *whistleblower@minor.com*

**Post:** *12th Floor, 88 The PARQ Building, Ratchadaphisek Road, Khlong Toei, Bangkok 10110, Thailand, attention of MINT Whistleblower Committee*

#### **4. RELATED DOCUMENTS**

- 1 MINT Whistleblower Policy
- 2 MINT Team Members Code of Conduct
- 3 MINT Environmental Policy
- 4 Workplace Behaviors - Global Guidelines
- 5 The International Bill of Human Rights
- 6 International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- 7 The United Nations Guiding Principles on Business and Human Rights
- 8 Children's Rights and Business Principles by UNICEF, the UN Global Compact and Save the Children

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