

Minor International Public Company Limited

Human Rights Policy

At Minor, we are committed to growing business and simultaneously improving economic, social and environment of communities where we operate. To reinforce our social commitment through our core values and good corporate governance, we pledge to embed human rights in our operations and with relevant stakeholders throughout our value chain. Stakeholder engagement is one of the tools to obtain inputs to manage human rights impacts and relevant mitigations.

Minor's Human Rights Policy is adapted from 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.

The Human Rights Policy applies to Minor International PCL and the entities that it owns and controls. Minor is committed to working with and encouraging our stakeholders in the value chain, including all the franchisees and suppliers, to uphold and adopt the principles in this policy.

This policy shall be communicated to all employees and relevant stakeholders in Minor's value chain. The policy will be translated where needed. Relevant policies and guidelines shall be trained to relevant employees and stakeholders.

Protection of employee rights

At Minor, we inculcate a corporate culture where our people are firmly committed to ethics and integrity. Our employees' rights are highly respected and all applicable treatments are to be in compliance with relevant local and international regulations of the fields below:

- *Work hours, minimum wages and benefits*

We will operate 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.

- *Labor standards, safe and healthy workplace*

We will 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. We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

- *Diversity, Non-Discrimination and Non-harassment*

Minor values the contributions from the diversity of the people whom we work with. We are dedicated to 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, political opinion or any other status protected by applicable law. We respect rights of our employees and our stakeholders and will adopt reasonable and inclusive practices throughout our operations and seek to eradicate prejudice, discrimination and harassment.

- *Fair treatment*

We are committed to treat our employees with respect and fairness. The processes of recruitment developing, compensating and promoting shall be done with transparency, integrity and fairness. We value employees' voices and feedback.

- *Freedom of association and collective bargaining*

We respect our employees' freedom of association and the right to choose a collective bargaining representative, if desired.

- *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.

Protection of children rights and child labor

We are committed to complying with relevant local and international regulations on children rights and child labor. Applicable programs shall be designed to maximize positive impacts and minimize negative impacts on children.

Monitoring

Our Whistle-Blower Policy stipulates that employees who report unethical practices are protected. Two contact channels are available: email addressed to whistleblower@minor.com which will reach the Whistle-Blower Steering Committee's Secretary, Head of Internal Audit & Risk Management and Head of Corporate Secretary; or post addressed directly to the Whistle-Blower Steering Committee. All reports are subject to appropriate investigation and are brought to full closure using systematic processes and tracking systems with confidence that Whistle-Blowers would not be threatened or harmed.

At Minor, our Audit & Risk Management team, which reports to the Board's Audit Committee, is responsible for reviewing the overall implementation of risk management across the company to ensure that key risks, including human rights risks, are identified and effectively managed. The Audit & Risk Management team will monitor day-to-day operations against identified risks and their applicable mitigation.

All findings from Whistle-Blower and the Audit & Risk Management team will be reported to the Board and assure that all negative potentials are mitigated.