



Human Rights Policy

Asian Phytochemicals Public Company Limited operates its business in compliance with good corporate governance with regards to human rights. The Company has continued to strictly adhere to the laws and international principles, in line with the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGP) as well as the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Scope of Policy

This policy applies to all directors, executives and employees.

The Company is committed to encourage stakeholders in the value chain, including suppliers, non-operational controlled businesses, joint venture partners, customers and community members, to uphold and adopt the principles in this Policy.

Practice

All directors, executives and employees must respect human rights, dignity, freedom, and equality for all. They are also required to comply with the laws and international principles related to their business operation, which include the right to collective bargaining, freedom of association, equal remuneration, anti-discrimination, protection against anti-harassment in both sexual and non-sexual, human trafficking, forced labor, child labor, and other rights. Another concern goes to the vulnerable groups: children, the disabled, women, minor ethnic groups, refugees, local tribes, local community, alien labor or the labor hired through the third party, alternative sex, and the elderly in all of our operating sites.

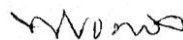
To ensure that the Company internal business operations are not in violation of human rights in all activities involving all stakeholders throughout the value chain and are also encourage all the stakeholders, suppliers, and business partners to operate their businesses with regards to human rights and apply this policy in their own businesses. APCO's human rights policy is as follows:

1. The Company realizes and respects the human rights of Employees and all other stakeholders relating to their business operation both insightful and perceptual aspects on race, color, religion,

sex, nationality, age, disability or any other similar issue with fair treatment and shall integrate the human rights best practices into every part of their business value chain.

2. The Company adopts the zero-tolerance policy towards human rights abuse, especially those relating to forced laboring, illegal immigrant employment, child laboring, human trafficking, unequal remuneration, discrimination and breach of data privacy.
3. The Company will support and promote all forms of human rights, encouraging involvement, respect, and compliance with human rights principles to all stakeholders.
4. The Company will communicate, publicize, educate, and ensure an understanding about human rights among all stakeholders. Also encourage suppliers and business partners to do business with respect to human rights and equal treatment in line with this human rights policy.
5. The Company will monitor human rights respect will not ignore any company's related actions that may be in violation of human rights and if any employee has evidence that an employee or person acting on behalf of the Company has been involved in any human rights violations related to the Company, he/she must report to the supervisor or report through the specified complaint reporting channels (Whistleblowing).

This policy is effective from January 1, 2023.



(Prof. Dr. Pichaet Wiriyachitra)

Chairman of the Executive Committee