



Human Rights Policy of Parker International Corporation (Thailand) Ltd.

To fulfill our mission of conducting business that is recognized by international standards, Parker International Corporation (Thailand) Ltd. commits to respecting the rights of stakeholders and rights holders, especially those who are in vulnerable situations. The Company acknowledges and is committed to managing impacts arising from business operations in the supply chain and from our business relationships, which result in rights violations and social impacts on stakeholders and rights holders.

The Company affirms its commitment to complying with the standards on business and human rights of the Declaration on Fundamental Principles and Rights at Work and adheres to comply with the domestic laws of the countries where we operate. The Company has established this policy in total compliance with the law and with respect to human rights.

Scope of Implementation

This policy shall apply to all levels of executives and employees in Parker International Corporation (Thailand) Ltd. This policy defines the expectations and responsibilities of employees, business partners/contractors, and business alliances (including joint venture partners), by assigning responsibilities for respecting human rights to all involved and affected by the Company's business operations throughout the supply chain.

Company's Principles, Practical Guidelines, and Commitments

1. The Company respects the rights of all stakeholders and rights holders affected by our business activities and in the supply chain. We emphasize respecting the rights of vulnerable groups, including women, children, persons with disabilities, the elderly, migrant workers, and marginalized persons, and recognize their issues.

2. The Company will adhere to the principle of non-discrimination based on race, skin color, gender, sexual orientation, language, religion, political or other opinions, national or social origin, property, birth status, or other status. We will promote equality in all aspects of our business operations, among employees including employment, personnel recruitment and careers, and stakeholders throughout the supply chain.

3. The Company allows employees freedom of association and the right to collective bargaining in accordance with the domestic laws. The Company ensures that employees can engage with the Company through the Welfare Committee, which allows for consultation on employment, working conditions, and employee welfare.

PARKER INTERNATIONAL CORPORATION (THAILAND) LIMITED



4. The Company ensures that its employees work in a safe and healthy working environment. We promote occupational health and safety of employees in all aspects, including physical and mental health. We provide welfare benefits to all employees and their families to promote physical and mental well-being.

5. The Company will adhere to the principle of equal remuneration and opportunity for our employees. Every employee has equal opportunities for self-development and career advancement.

6. The Company promotes a culture of diversity, equality, and inclusiveness, and encourages employees to have freedom of expression. We respect the rights of the LGBTQ community. We will ensure non-discrimination and equality for them in all aspects of employment.

7. The Company maintains a zero-tolerance policy for child labor, forced labor, and human trafficking in the Company's business operations and throughout the supply chain. We monitor and take immediate action when such issues are found.

8. The Company respects the rights of migrant workers and their families and commits to providing a good working environment and lawful remuneration.

9. The Company seeks to conduct comprehensive human rights due diligence to identify, prevent, and mitigate human rights risks and impacts in business operations, business relationships, and in the supply chain.

10. The Company is committed to providing an efficient grievance mechanism and access to remedies for affected individuals.

Our Employees

The Company places great importance on employees who are the core force in sustainable business development and are key actors in respecting human rights towards stakeholders and rights holders. The Company will adhere to respecting labor rights, including promoting health, welfare, and well-being of employees. At the same time, the Company will oversee and guide all directors, executives, and employees to comply with this policy and perform their duties according to the guidelines set forth in the Company's Code of Conduct.

Business Partners, Suppliers, and Contractors

The Company is committed to responsible procurement. We will establish a process to screen business partners based on their sustainability practices before initiating a business relationship. The Company has formulated a process for inspecting and reviewing suppliers and contractors who engage in business relationships with the Company by considering their sustainability practices, to ensure that all human rights risks are identified and actions will be taken to mitigate or prevent impacts. In addition, the Company



will provide a comprehensive human rights due diligence process detailing the management of risks and impacts found in the supply chain. The Company expects its partners, contractors, and business alliances to uphold and support the Company's commitment to promoting fundamental labor rights at work and to ensure that they are not involved in forced labor, child labor, or human trafficking. The Company expects them to provide a safe and healthy working environment for their employees. Furthermore, the Company encourages its partners to respect freedom of association and the right to collective bargaining as expressed in the Partners' Code of Conduct. The Company encourages partners, contractors, and business alliances to adopt this policy in their business operations. The Company is ready to support and strengthen the capacity of our partners, contractors, and business alliances in respecting human rights under this policy. Additionally, we encourage partners and contractors to adhere to responsible procurement principles to ensure that human rights risks are effectively eliminated.

Comprehensive Human Rights Due Diligence

The Company will establish a comprehensive human rights due diligence process to ensure that mechanisms for risk and impact assessment, as well as for monitoring preventive and mitigation measures, are in place to manage identified risks and impacts. The Company expects that this ongoing due diligence process will efficiently identify risks and impacts across all our business units. Mitigation measures will be stipulated for high and very high human rights risks, while mechanisms will be provided to monitor issues associated with medium and low risks. The due diligence process also covers the assessment of human rights risks and impacts in the Company's supply chain.

We are committed to conducting a comprehensive human rights due diligence process to ensure that human rights risks and impacts are identified, managed, and mitigated, including transparently disclosing identified human rights risks and impacts. The Company's comprehensive human rights due diligence process is as follows.

- We are committed to conducting periodic risk and impact assessments to identify risks and impacts in our business operations and supply chain.
- We monitor and respond to high-risk human rights issues, while implementing mitigation plans, and track improvement measures aligned with these plans. Results will be disclosed annually.
- We monitor remediation plans and impacts.
- We disclose preventive and mitigation measures for human rights risks, with consideration given to protection principles for reporting persons.

PARKER INTERNATIONAL CORPORATION (THAILAND) LIMITED



Grievance and Remedy

The Company is committed to providing an efficient grievance mechanism for all stakeholders and rights holders to receive human rights complaints from all groups. We are committed to respecting the rights of complainants and reporting persons throughout the grievance receiving process, and ensuring that we will respond to and manage complaints transparently. The Company has stipulated that it will respond to complaints within 30 days, and will efficiently communicate progress to complainants and affected parties throughout the complaint management period.

The Company is committed to considering remedies for impacts caused by and linked to the Company's operations. Our remedies will be considered on a case-by-case basis.

Human Rights Policy Violation Reporting

Should you encounter any human rights violations or wish to obtain more information regarding this policy, please reach out to us via the following channels.

- 1. Human Resources Division Hotline: Tel. 038-571580-7 ext. 104
- 2. Email: complaint.pict@parkercorp.co.th
- 3. LINE Application 
- 4. Complaint and Labor Welfare Suggestion Box

The Human Resources Division will investigate the facts, follow up, and report on the complaint within 30 days. Complaints will be received and examined on all business days. In the event of any serious incident, an investigation will be conducted immediately. Any individual found guilty will be subject to disciplinary action. Furthermore, all internal reporting persons will be protected under the Company's Code of Conduct.

Policy Enforcement, Communication, and Review

The Company will oversee the implementation of the human rights policy. The Human Resources Division will monitor compliance with this policy by informing all levels of internal stakeholders including communicating and disclosing the policy to external stakeholders.

In addition, this policy will be reviewed periodically (every 3 years or sooner if the Company detects any risks or human rights impacts).

The Human Rights Policy has been approved by the management on June 1st, 2025 –



Company President  (Mr. Teru Yasui)

PARKER INTERNATIONAL CORPORATION (THAILAND) LIMITED