



# บริษัท อาร์ ซี แอล จำกัด (มหาชน) Regional Container Lines Public Company Limited

## Human Rights and Labor Policy

### Regional Container Lines Public Company Limited

#### 1. Purpose

Regional Container Lines Public Company Limited and its group of companies (the “Company”) The Company is committed to conducting its business with integrity and ethical standards, with responsibility toward society and all stakeholders, in accordance with the principles of good corporate governance and the Company’s code of conduct on human rights protection. The Company complies with applicable laws and adheres to the United Nations Global Compact (UNGC) to ensure that its business operations are free from human rights violations. Accordingly, the Company has established human rights and labor policies and practices to prevent human rights violations across all of its business activities.

#### 2. Scope of Applicability

This Human Rights and Labor Policy applies to all employees of Regional Container Lines Public Company Limited and employees of its group of companies (the “Company”).

#### 3. Policy Statement

##### Human Rights and Labor Practices Guidelines

The Company’s Board of Directors, management, and employees are expected to jointly uphold and adhere to human rights and labor principles. The Company promotes respectful, fair, and dignified treatment of all individuals, with due regard for human dignity, gender equality, and freedom from violence, sexual harassment, and intimidation in all forms. The Company respects the rights, freedoms, and equality of individuals without discrimination based on race, nationality, place of origin, religion, gender, age, skin color, language, beliefs, education, ethnicity, disability, political opinions, economic status, membership in groups, or any other social status unrelated to job performance or other relevant matters. The Company establishes the following practices:



บริษัท อาร์ ซี แอล จำกัด (มหาชน)

Regional Container Lines Public Company Limited

1. Fair and equitable labor practices

The Company treats all employees equally and fairly under just employment agreements in compliance with applicable laws. There is no use of child labor. Female employees are not assigned to work that may pose risks to health or physical well-being as prescribed by law. With regard to migrant or foreign workers, the Company prohibits forced labor, illegal labor practices, and human trafficking. The Company supports appropriate training and skills development for all employees to foster career advancement. Working hours comply with legal requirements, compensation is fair and equitable, and the Company promotes a safe working environment and good quality of work life.

2. Freedom of association and collective bargaining

The Company respects employees' rights to freedom of association and collective bargaining. It does not obstruct the establishment or lawful activities of trade unions, nor does it interfere with employees' rights to join labor unions. The Company provides appropriate support and ensures fair and equal treatment of employee representatives in the same manner as other employees.

3. Prevention and response to human rights violations

The Company avoids actions or involvement in any activities that violate human rights or create adverse human rights impacts. It does not ignore or disregard any suspected human rights violations related to the Company. Employees are required to report such cases to their supervisors and cooperate fully in fact-finding and investigation processes.

4. Human rights risk and impact assessment

The Company conducts analyses and assessments of actual and potential impacts arising from business operations, including risks related to human rights.

5. Communication, grievance mechanisms, and remediation

The Company communicates and instills this policy among all relevant parties and applies it as a guideline for management-related practices. It also disseminates information and provides education to stakeholders throughout the business value chain to encourage participation and responsible business conduct with respect for human rights. The Company provides channels for whistleblowing or grievances related to human rights violations or discrimination resulting from its business operations. Complaints are addressed through appropriate mechanisms such as dialogue, negotiation, mediation, and remediation, based on legitimacy,



accessibility, fairness, alignment with human rights principles, and confidentiality of information.

6. Monitoring, reporting, and disclosure

The Company monitors, reports, and publicly discloses information on human rights impact assessments and performance to promote transparency.

Definitions Used in the Human Rights Policy

Human Rights refer to inherent human dignity, fundamental rights, and freedoms, as well as equality and freedom from discrimination. These rights shall not be denied on the grounds of physical or mental differences, race, nationality or place of origin, religion, ethnicity, gender, skin color, language, age, education, social status, culture, traditions or customs, the right to work, or any other grounds whatsoever.

Accordingly, all members of the Board of Directors, executives, employees, and staff of the Company are required to understand and have a duty to support, promote, and comply with this Sustainability Policy, in order to ensure the Company’s business operations and organizational development are carried out in a sustainable manner.

Revision Record of the Human Rights and Labor Policy

| Version | Approve Date   | Processed By          | Description and Rationale  |
|---------|--|-----------------------|--|
| 1       | 05 May 2026<br>by the<br>Nomination,<br>Corporate<br>Governance and<br>Sustainability<br>Committee | ESG<br>Sustainability | To commit to conducting its business with integrity and ethical standards, with responsibility toward society and all stakeholders |