

1. Message from Chairman

Dear Directors, Management, and All Employees

Workpoint Entertainment Public Company Limited (“Company”) has strong intention and gives precedence to the promotion and strict protection of human rights and all groups of stakeholders based on the national and international human rights principles, especially the strong support and compliance with The United Nations Universal Declaration of Human Rights (UNDHR), and The International Labor Organization (ILO) Declaration of Fundamental Principles and Rights at Work.

Therefore, the Company adheres to the idealism of business operation under morality, and principles of corporate governance and business code of conduct in respect with human rights protection to ensure that its business operation throughout the supply chain would stand on prudence and caution. It shall take no actions possibly causing the violation or impact to human rights, either direct or indirect.

On behalf of the Board of Directors and Management, we hope that you all would comply with this human rights policy



Mr. Phanya Nirunkul
Chairman

2. Definition

Company refers to Workpoint Entertainment Public Company Limited and affiliated companies.

Affiliated company refers to a company which holds either of the following characteristics:

- (a) company in which Workpoint Entertainment Public Company Limited controls;
- (b) company in which the company under (a) controls;
- (c) company under the control of the company under (b) in succession, starting from staying under the control of the company under (b);
- (d) company in which the Company or company under (a) – (c) has power in making decision on its financial policy or operation, but such control does not involve the control of such policy, and it is not deemed a subsidiary or a joint venture.

Control refers to relationship in either of the following:

- (a) holding shares with voting rights in a company in an amount exceeding fifty percent of the total number of shares with voting rights in that company;
- (b) having control, either direct or indirect, or by whatever reason, the majority votes in the shareholders' meeting of the company;
- (c) having control, either direct or indirect, over appointment or removal of at least half of all directors.

Authorized person of the Company refers to a person authorized by the Company to perform actions as specified in any legal document or power of attorney of the Company.

Personnel refer to directors, executive, and employees of the Company.

Stakeholders refer to shareholders, directors, executives, employees, creditors, customers, suppliers, competitors, communities, and society.

Human rights refer to fundamental rights that guarantee or protect every human from discrimination regardless of physical body, mind, ethnicity, nationality, religion, gender, language, age, color, education, social status or any other status subject to laws imposed by each country and treaties to be complied with by each country.

3. Scope

This policy shall be applied to the Company's business operation as well as its business value chain. The Company will also encourage all persons in its supply chain to pay respect to human rights.

4. Roles, duties, and responsibility

4.1 The Board of Directors shall supervise the preparation of human rights policy and the practice guideline as it intends to create the good culture and best practice, and to prevent the violation of human rights. The Board shall also consider the implementations based on such human rights policy and practice guideline, and give some useful advice for further improvement.

4.2 The Executive Committee shall supervise the implementations based on the human rights policy and practice guideline together with any remedy measures, seek for development and improvement to enhance better operations, and report the implementations based on such human rights policy to the Board of Directors from time to time.

4.3 All employees must ensure understanding of roles, duties and responsibility; perform duties in conformity with the human rights policy and implementations; and report any events that are doubtful or point to the violation of human rights through the whistleblowing channels provided by the Company.

5. Practice guideline

5.1 To pay respect to human rights of all stakeholders and vulnerable group, e.g., employee, society, business partner, business supplier in the supply chain of the Company, woman, child, native, alien labor, labor hired through third parties, community/local people, customer/consumer/LGBTQ, disabled, pregnant woman, and elder in accordance with the acceptable international practice guideline.

5.2 To accept any differences; and be determined to prevent all kinds of harassment, either sexual harassment or others.

5.3 To manage and regularly inspect the use of labor and the employment of the Company and other suppliers in the supply chain to ensure the respect of human rights and implementations of the human rights principle; and to prevent the violation, ignorance, negligence, or conspiracy to perform any acts violating the human rights.

6. Whistleblowing

The Company provides three whistleblowing channels in case of events or actions relating to the violation of human rights:

Channel 1: Send a letter via mail to the following address:

Workpoint Entertainment Public Company Limited
99 Moo 2, Tambon Bang Poon, Amphoe Muang, Pathumthani 12000

Channel 2: Call the Human Resource Department

at 02-833-2101

Channel 3: Send an electronic mail (Email) to the Human Resource Department

Email: hr@workpoint.co.th

7. Penalties for non-compliance with human rights policy

The violation of human rights shall be deemed the breaking of the code of conduct of the Company, and any employees who break it must receive disciplinary punishment as specified in the Company's rules, as well as legal punishment if such violation is a legal offence.