



บริษัท วงศ์บัณฑิต จำกัด

VON BUNDIT CO., LTD.

Social Responsibility in Labor according to the Principles of Good Corporate Governance

VON BUNDIT Group of Companies is a manufacturer and exporter of natural rubber products that emphasizes the production of quality goods and services. The company's sustainable growth relies on the collaborative efforts of dedicated employees at all levels, who are considered valuable human resources adhering to labor standards and industry-quality norms endorsed by the company. Additionally, the company has established systems for labor standard management and social responsibility, ensuring that employees are protected and compliant with labor laws. As a result, the company's products are of high quality and built upon a foundation of social responsibility.

In order to promote business operations, the company has established policies in accordance with labor standards and social responsibility, following the quality and industry standards endorsed by the company. Therefore, the company hereby announces the following policy

1.The company is committed to strictly adhere to labor laws, regulations, and labor standards, as well as other relevant provisions concerning labor and social responsibility.

2.The company is dedicated to enhancing the quality of life and safeguarding the well-being of its employees, improving the working environment to ensure safety, and providing suitable employee benefits in line with responsibilities.

3.The company consistently reviews its labor standards and social responsibility policies to ensure alignment with evolving societal conditions.

4.The company does not support the employment of child labor or individuals under the age of 18 , due to occupational safety and health concerns in the workplace and environmental considerations. This is aimed at preventing potential future issues that may arise for child or young labor, resulting from inadequate work environments.

5. The company treats all employees equally in all aspects of employment processes, without discrimination in matters such as hiring, compensation, benefits, termination, retirement, training, and promotions, regardless of differences in nationality, religion, language, age, gender, disability, marital status, pregnancy, HIV infection, and will not engage in any actions that violate or threaten any individual, whether through speech or conduct. The company does not discriminate or obstruct any person, respects the freedom of employees to engage in negotiations and establish organizational proposals, and upholds the right to establish and participate in organizational meetings without obstruction or interference



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6. The company does not support forced labor and is not involved in any form of forced labor, such as hiring must be voluntary, without coercion, no use of labor akin to slavery, no physical violence, and sexual harassment. The company will not withhold or collect any work-related deposits, except for positions required by law, and will not deduct wages or employment fees. Overtime work must be voluntary and not under duress. The company will not retain personal documents or passports and will not use threats to prevent employees from leaving their jobs. The treatment of employees and individuals joining the company will be fair, just, and respectful.

(Mr. Bundit Kerdvongbundit)

Chief Executive Officer

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