



Human Rights Management Framework

The company follows AEON Group Future Vision as a guideline for promoting respect for human rights for every individual throughout the organization. This means treating and protecting everyone's fundamental rights with equality and fairness. The focus is on allowing people to express themselves, ensuring they are paid fairly, and standing against discrimination, human trafficking, child labor, and forced labor. The company has specific rules to guide these practices as the following detail;

- ☐ The company commits to ensuring a secure and salubrious work environment conducive to both physical and mental well-being, devoid of any form of harassment, victimization, or other conduct deemed inappropriate.
- ☐ The prohibition of child labor, forced labor, and all forms of human trafficking within the confines of the company's operations and its supply chain is strictly enforced.
- ☐ The company prioritizes and promotes human rights principles and child rights protection in accordance with the United Nations Convention on the Rights of the Child (UN Convention on the Rights of the Child) as follows:
 - Non-discrimination and equal treatment in all actions related to all groups of children.
 - Consideration of safety, protection of rights, and opportunities for comprehensive child development.
 - Ensuring the best interests of the child to avoid and prevent actions that diminish or infringe upon children's rights.
 - Encouraging children to participate and express their opinions through the company's social activities.
- ☐ The company respects the privacy of its employees, customers, and business partners, ensuring the protection of their personal information with utmost diligence.





Policy of Human Rights



- ☐ Through the establishment of the AEON Thailand Foundation, the company actively fosters social engagement, executing social responsibility initiatives in a systematic manner that avoids the infringement of human rights.
- ☐ The company facilitates two-way communication channels, empowering employees and stakeholders to be well-informed, comprehend, and exhibit respect for human rights. This includes providing opportunities for employees and stakeholders for the submission of suggestions, comments, and the reporting of indicators or complaints concerning potential violations of human rights.
- ☐ The company has a procedure for the examination of information received from whistleblowers or complaints pertaining to human rights issues, addressing management challenges, and communicating findings to the Board of Directors as stipulated.
- ☐ The company ensures the provision of appropriate, regular training and development programs tailored to the potential of its employees, promoting continuous learning and adaptation to the evolving global landscape.
- ☐ The company ensures that treatment and welfare of our employees adhere to labor law standards and relevant regulations.
- ☐ The company implements a comprehensive human rights due diligence process to prevent and mitigate human rights risks, following the United Nations Guiding Principles on Business and Human Rights (UNGP) to manage human rights within the organization and its supply chain. The practices include:





Policy of Human Rights



- Announcing Human Rights Policy: The company publicly announces its human rights policy and discloses human rights performance through sustainability or annual reports.
- Human Rights Risk and Impact Assessment: The company assesses human rights risks from various operations, including the supply chain.
- Preventing and Mitigating Human Rights Impacts: The company establishes measures to prevent and mitigate human rights impacts comprehensively and integrates human rights principles into its operations and stakeholder-related activities.
- Monitoring and Evaluating Human Rights Performance: The company regularly monitors and evaluates human rights performance and updates measures and practices to align with the situation when violations are identified.
- Remedying Human Rights Violations: The company has measures to remedy those affected by human rights violations and prevent such incidents from recurring in the future.
- Reporting Human Rights Performance: The company prepares reports on human rights audits and resolutions transparently for stakeholders.

Remark : Review the latest policy as of May 16, 2025.

