



Human Rights Management Framework

The company follows AEON's Code of Conduct 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 recognizes the principle of equality and categorically rejects all forms of discrimination, irrespective of race, nationality, skin pigmentation, gender, age, language, religion, sexual orientation, physical disability, political beliefs, or any other characteristics that are not relevant to an individual's moral integrity, diligence, and competence.
- 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 respects the privacy of its employees, customers, and business partners, ensuring the protection of their personal information with utmost diligence.
- 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.





Policy 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.

