

Bangkok Lab and Cosmetic Public Company Limited  
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Ratchaburi 70000, Thailand

(Translation)  
Management Document of Bangkok Lab Cosmetic  
BLCP 10-048

Human Rights Policy

Revision No. 1 Effective Date: 21/11/2025

(Translation)



Bangkok Lab and Cosmetic Public Company Limited

## Human Rights Policy

Approved by *Assist. Prof. Dr. Wanchai Sutananta*

(Chairman of the Board of Directors)

Based on the Resolution of the Board of Directors Meeting

No. 7/2025 on November 10, 2025

Reviewed Version No. 1/2025

(Translation)

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## (Translation)

### Human Rights Policy

Bangkok Lab and Cosmetic Public Company Limited (the “**Company**”) recognizes the importance of respect for human rights as an essential basis for doing business. Therefore, the Company has formulated a human rights policy to ensure the observance, support, and promotion of respect for and protection of fundamental rights and dignity of the human beings of all persons involved in the Company’s operations, which comply with domestic law, the principles of international human rights, and good practice for the business sector, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Principles of the United Nations Global Compact (UNGC), and the International Labour Organization Declaration.

#### 1. Scope of the Policy

The Company considers the Human Rights Policy to serve as a framework for human rights management and the operational practices of the Company and its entities over which it has management authority, encompassing all activities related to employees or workers, supply chains, communities, and society.

In addition, the Company intends to encourage joint ventures, business partners, suppliers, and other relevant stakeholders in the Company’s supply chain, as well as the entities the Company has the authority to manage, both domestically and internationally, to operate based on the principles of respect for human rights, using this policy to guide their practices and applications as appropriate.

#### 2. Definitions

Human rights refer to the inherent rights of all human beings. They cannot be distinguished by race, skin color, gender, language, religion, education, customs, traditions, culture, social status, property or status of residence, political opinion, or any other matter, in accordance with laws or binding covenants. Furthermore, everyone is entitled to equality, liberty, and the right to freedom from slavery and torture; the right to freedom of opinion and expression; and the right to work and receive compensation that is fair and sufficient for a just standard of living, without discrimination.

#### 3. Guidelines of Human Rights Policy

The Board of Directors, executives, and employees of the Company respect the dignity of all individuals and treat all stakeholders equally. They are committed to providing equal opportunities and ensuring that no one is discriminated against based on race, skin color, gender, sexual identity, age, religion, language, doctrine, belief, social status, family origin, disability, or political opinions. This commitment aligns with relevant laws and international human rights principles. The Company conducts its business with all due care in order to prevent human rights violations in the Company’s work process. The guidelines of the human rights policy encompass the following key principles:

- 3.1 The Company rejects the employment of child labor, strictly establishing the age criteria and conditions for the employment of workers in accordance with the provisions of the Labor Protection Law.
- 3.2 The Company promotes fair employment by treating all employees, including foreign workers fairly and transparently at all workplaces. The employment specifies terms and conditions mutually agreed upon by both parties. Wage rates and benefits, working hours, overtime, work on holidays, leave, holidays, and other benefits are established to be no less than those stipulated by law. Furthermore, the rights of pregnant employees are protected, including maternity leave for the period after childbirth, and wages and/or compensation during maternity leave are guaranteed to be no less than those mandated by law. The right to return to the original position after maternity leave is also protected.
- 3.3 The Company does not accept the use of forced labor in any form. The assignment of duties to employees is determined on the basis of individual competence and mutual consent from both parties.

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The Company does not accept forced labor, including labor from prisoners, slave labor, or any other forms of labor that exploit the Company's operations or its supply chain, as well as the entities under the Company's management authority.

- 3.4 The Company provides employees with the opportunity to voluntarily participate in any activities not related to the interests and operations of the Company, as well as to express their opinions and views, provided that such participation and expression are not contrary to the principles of law and good morals.
- 3.5 The Company promotes the safety and occupational health of the individuals and property of the Company and its employees, relevant stakeholders, entities over which the Company has management authority, and the supply chain in order to provide a safe working environment. The Company also has measures and systems in place to prevent and monitor safety risks in compliance with relevant safety and occupational health laws, international occupational safety and health standards, and the Company's safety regulations.
- 3.6 The Company resists human trafficking and intimidation without taking any action on complaints of human trafficking and intimidation, harassment or violence of any kind, parody or display of opinions about others' differences in an undesirable manner, or behavioral and verbal sexual harassment, as well as a manner that suggests sexual abuse or causes physical or mental humiliation to a person as a violation of human dignity.
- 3.7 The Company respects the rights of indigenous peoples and local traditions in all areas where it operates. It will recognize, protect, and promote indigenous traditions, intellectual and cultural heritage; traditional rights; and the cultural heritage of indigenous peoples.
- 3.8 The Company will develop a comprehensive human rights due diligence system and process within the Company and its entities where it has management authority and supply chain control, in order to identify human rights risks, assess their impact, and determine prevention and mitigation measures, as well as appropriate, legitimate, or generally accepted remedial measures and mitigation processes. Besides this, the Company ensures the monitoring of human rights violations, compliance with human rights policies, and regular reporting and disclosure.
- 3.9 The Company is open to receiving complaints or reports of human rights violations related to its operations, whether arising from the activities of the Company, entities under its management authority, and/or its supply chain, through the complaint channels on the Company's website. The Company will ensure fairness and provide protection to individuals who complain or report human rights violations in accordance with the protection measures specified in the Company's Code of Conduct.
  - By email: To the Human Resources Manager at email: [complaint@bangkoklab.co.th](mailto:complaint@bangkoklab.co.th)
  - By post: To the Human Resources Manager at the following address: 48/1 Village No. 5, Nong Chaesao Road, Nam Phu Subdistrict, Muang District, Ratchaburi Province 70000
  - On the website: [www.blcplc.com](http://www.blcplc.com)
  - By phone: Human Resources Manager 0-32-719900 ext. 225
- 3.10 The Company will instill and create a corporate culture of respect for human rights by conducting due diligence when human rights violations are detected. It will also communicate, disseminate knowledge, and build understanding of human rights to the Board of Directors, executives, employees of the Company and the entities where the Company has management authority, and the supply chain on a continuous and regular basis.
- 3.11 A person who commits a violation of human rights constitutes a violation of the Company's Code of Conduct and this policy. Such a person must be subject to disciplinary action in accordance with the

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Company's regulations. If the act constitutes a legal offense, it may also be subject to legal penalties.

For the enforcement of this policy, if any provision conflicts with the laws, rules, and regulations of the relevant local regulatory authority, the policy shall adhere to the laws, rules, and regulations of the local regulatory authority.

### **Policy Review**

This Human Rights Policy is annually reviewed and assessed for adequacy and appropriateness.

This Human Rights Policy was approved by the Board of Directors' Meeting No. 7/2025 on November 10, 2025, with effect from November 11, 2025, onward.