



บริษัท ไทยสแตนเลย์การไฟฟ้า จำกัด (มหาชน)
THAI STANLEY ELECTRIC PUBLIC COMPANY LIMITED

29/3 หมู่ 1 ถนนบางพูน-รังสิต ตำบลบ้านกลาง อำเภอเมือง จังหวัดปทุมธานี 12000 ประเทศไทย TEL : 0-2581-5462 , 0-2977-9555 ทะเบียนเลขที่
29/3 MOO 1 BANGPOON-RUNGSIT ROAD, BANKLANG, MUANG, PATHUMTHANI 12000 THAILAND FAX : 0-2581-5397 0107536000765

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Social Responsibility Policy on Labour and Human Rights

Thai Stanley Electric Public Company Limited, a manufacturer of automotive lighting equipment, recognizes that the company's growth is due to the cooperation and unity of all employees. Employees are considered a significant and valuable resource for the company. Therefore, the company has established policies as guidelines for practice as follows:

1. The company is committed to complying with labour law provisions, Thai labour standards, human rights laws, including the payment of wages, benefits, and working hours in accordance with the law and other relevant standards.
2. The company treats everyone equally, starting from the recruitment and selection process, adhering to ethics and transparency. There is no discrimination based on origin, race, religion, gender, age, skin color, education, family background, or any other status unrelated to job performance.
3. The company is committed to opposing child labour, forced labour, and human trafficking, which will not lead to modern slavery. The company is determined to ensure that employees are not subjected to exploitation or any form of forced labour.
4. The company will not employ or support the employment of child labor under the age of 15 and will not allow or support child labor in hazardous work or environments that may endanger health and safety.
5. The company does not support businesses that violate human rights principles and does not discriminate against any stakeholders.
6. The company does not ignore or overlook any human rights violations related to the company and employees must report to the supervisor or notify through the designated channels (whistleblowing).
7. The company opposes those who violate human rights and opposes all forms of harassment, considering it a breach of the company's ethics and business code of conduct. Such actions will be subject to disciplinary action according to company regulations.
8. The company respects the rights of employees to freely join or not join various groups for negotiation purposes and does not obstruct the activities of the employee welfare committee. Additionally, the company facilitates and treats representatives equally to all employees.
9. The company strives to appropriately improve the quality of life of employees, including the environment and welfare at work and will continuously develop and improve.



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10. The company promotes equality in rights and freedoms, protects against discrimination, violence, and other rights violations, including providing a suitable work environment and job characteristics for pregnant female workers.
11. The company will review the adequacy, appropriateness, and effectiveness of the company's policies, operational regulations, and performance results.

In this regard, the company is committed to adhering to the social responsibility policy on labour and human rights, continuously communicating, disseminating, and supporting all related units, considering this declaration important, or until there are changes.

Announce on April 1, 2026

Thai Stanley Electric Public Company Limited.

(Mr.Kazunori Nakai / Mr.Apichart Leeissalanukul)

President

Executive Chairman