

Human Rights Policy



Sikarin Public Company Limited

Human Rights Policy

Sikarin Public Company Limited (“Sikarin” or “the Company”) places the utmost importance on human rights as a universal principle that should be equally enjoyed by everyone, free from discrimination. Respecting human dignity is the foundation for conducting business ethically, transparently, and sustainably, particularly in the healthcare services industry, where the organization is responsible for the life, health, and well-being of individuals. Therefore, the Company is committed to conducting its business in full respect of human rights, encompassing employees, service users, partners, contractors, surrounding communities, and vulnerable groups such as children, the elderly, persons with disabilities, migrant workers, and marginalized groups in society.

The Company adheres to the principles of the **Universal Declaration of Human Rights (UDHR)**, a globally recognized foundation that affirms that all human beings are entitled to equal fundamental rights and should be respected regardless of race, gender, religion, or status. The Company also supports and complies with the principles of the **UN Global Compact**, especially Principles 1 and 2, which address the respect for and support of internationally recognized human rights, as well as the commitment not to engage in human rights violations in any form.

Additionally, the Company applies the **United Nations Guiding Principles on Business and Human Rights (UNGPs)** as the core framework for managing human rights within the organization, comprising three pillars: the State’s duty to protect rights, the business responsibility to respect rights, and the provision of adequate remedy mechanisms for those affected.

In terms of labor, the Company fully acknowledges the **ILO Core Conventions** and the **ILO Declaration on Fundamental Principles and Rights at Work**, which establish key principles prohibiting child labor, forced labor, discrimination in the workplace, and support for the freedom of association and collective bargaining. The Company commits to not violating these rights and strives to foster a corporate culture that continuously respects human rights.

This policy is developed to provide a clear framework for operations and will be integrated into the organization’s management processes at all levels, including recruitment and personnel management, partner and contractor selection, social risk and impact management, communication with stakeholders, and grievance mechanisms for remedying any human rights violations. This will ensure that the Company operates responsibly in alignment with international standards and builds long-term trust from both internal and external stakeholders. The Company has established the following operational guidelines:

- The Company promotes and integrates human rights principles into its organizational culture, governance structure, and business processes at all levels. The Company encourages executives to take a proactive role in driving human rights initiatives to tangible results.
- The Company operates under the principle of non-discrimination, treating everyone equally and respecting human dignity. It does not support or engage in child labor, forced labor, or any practices that violate human rights, and respects the freedom of association, expression, belief, religion, gender, status, or other identities openly and fairly.
- The Company conducts comprehensive assessments of human rights risks and impacts in its value chain, covering core activities, investment projects, mergers and acquisitions, procurement, and partner selection to mitigate negative human rights risks, both direct and indirect.
- The Company develops policies and measures to support human rights in relevant areas, such as diversity and non-discrimination, gender equality, workplace safety, protection of vulnerable workers, and personal data protection, to strengthen practical systems that are actionable.
- The Company provides a secure, confidential, and accessible grievance reporting system for all stakeholders, with measures in place to protect whistleblowers from retaliation or discrimination, ensuring that investigations are conducted transparently and fairly.
- The Company encourages feedback from stakeholders through various two-way communication channels such as forums, focus group meetings, satisfaction surveys, and community-level engagement to ensure that the human rights approach remains appropriate, up-to-date, and responsive to societal expectations.
- The Company provides training and awareness-building on human rights to all employees, including contractors and business partners, to enhance their ability to identify, analyze, and manage human rights risks appropriately while fostering a corporate culture of respect for human rights.
- The Company establishes clear performance indicators and monitoring mechanisms for human rights implementation, publicly disclosing performance results through sustainability

reports or annual reports to create transparency, trust, and constructive engagement from stakeholders.

- The Company is committed to reviewing and updating policies, practices, and mechanisms related to human rights regularly to keep them relevant to changes in laws, economics, society, and international standards, enhancing the effectiveness of human rights management.
- The Company operates under medical service standards that respect the human rights of all service users, especially the right to full information, the right to make decisions regarding treatment, the right to confidentiality, and the right to equal access to services without discrimination.
- The Company recognizes the importance of digital rights and ensures strict protection of personal data for employees, patients, and business partners, in compliance with relevant laws and international practices, preventing violations of rights through technology or digital systems.
- The Company promotes that partners and suppliers operate in accordance with human rights principles equivalent to the Company's, through a selection, assessment, and monitoring process based on business ethics, including defining human rights commitments in trade agreements.
- The Company provides effective, fair, and accessible remediation processes in case of human rights violations, with appropriate compensation and corrective measures, ensuring that no burden is placed on the victims and guaranteeing the impartiality of the process.
- The Company gives special attention to protecting vulnerable groups such as children, the elderly, persons with disabilities, pregnant women, or migrant workers, by designing policies and working environments that are safe, fair, and conducive to equal participation of these groups.
- The Company acknowledges the relationship between the environment and human rights and promotes business practices that minimize environmental impact, ensuring sustainable access to natural resources and a safe and healthy quality of life for all, in line with the right to a healthy environment.

This Human Rights Policy is the 3rd revision and effective from 22 February 2025 onwards by the resolution of the Corporate Governance Committee's Meeting No. 1/2025 on 21 February 2025.

A handwritten signature in blue ink, consisting of a series of fluid, connected strokes, positioned above a horizontal dotted line.

Mr. Seni Chittakasaem
Chairman