



**Lam Soon (Thailand) Public Company Limited**

**Labor and Social Responsibilities Policy**

Lam Soon (Thailand) Public Company Limited is committed to improve labor standard of the company, including employee's quality of life to have a good working environment, safe, harmless to health and treats its people fairly according to human rights principles. The company therefore has established policies of labor and social responsibility as follows:

The company is committed to provide protection and rights respect to employees to meet Thai labor standards requirements and other relevant regulations as well as continually improve labor operations.

This policy will be implemented for its effectiveness and has continuously been reviewed with appropriateness.

A handwritten signature in blue ink, appearing to read "Poomkiet Chotichaicharin".

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**Mr. Poomkiet Chotichaicharin**

Managing Director

1 June 2022