



**Human Rights Policy**

**Millennium Group Corporation (Asia) Public Company Limited**

## **Human Rights Policy**

Millennium Group Corporation (Asia) Public Company Limited ("the Company") conducts its business in accordance with principles of corporate governance, business ethics, and fairness. The Company is responsible for all stakeholders and values human dignity, rights, freedoms, and equality. It promotes a culture of mutual respect, inclusion, and integrity, ensuring that human rights are central to the Company's mission. This commitment extends to all individuals within the organization and across its entire value chain. The Company is dedicated to treating all personnel and stakeholders equally, providing protection, respect, and appropriate remediation of potential human rights impacts. The Company's Human Rights Policy is guided by international human rights standards, including the Universal Declaration of Human Rights (UDHR), the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGPs).

The Company supports and promotes human rights, ensuring equal treatment and non-discrimination. It aims to foster knowledge and awareness, establish guidelines, and monitor compliance among employees within the workplace and throughout the Company's value chain. This commitment applies to all employees at every level, business partners, suppliers, service providers, contractors, customers, communities, society, and the environment.

The Company will continuously develop and implement a comprehensive Human Rights Due Diligence (HRDD) process. This process includes defining the scope of assessments, identifying existing and potential human rights risks, establishing mechanisms for whistleblowing and human rights complaints, conducting risk assessments throughout the value chain, implementing measures to prevent potential risks, mitigating impacts, and providing remediation processes to address human rights impacts arising from the Company's operations.

### **Scope of Human Rights Policy**

The Human Rights Policy covers the Company's operations, both directly through its business activities and indirectly through the business activities of its subsidiaries and joint ventures under the Company's management. It also encourages business partners and relevant stakeholders throughout the value chain, such as suppliers, customers, primary contractors, subcontractors, and joint venture partners, to adhere to the same guidelines.

### **Human Rights Practices are as follows:**

#### **Employees, Business Partners, Suppliers, Service Providers, and Contractors**

1. The Company prioritizes labor rights both within and outside the organization, including migrant workers throughout the Company's value chain, in compliance with national laws. Business partners are expected to adhere to comprehensive practices outlined in the Code of Conduct and Supplier Code of Conduct. Additionally, the Company has established policies and practices related to human rights, such as environmental policies, occupational health and safety policies, and whistleblowing policies.
2. The Company emphasizes equal respect for human rights throughout the value chain, without discrimination based on race, nationality, ethnicity, gender, sexual orientation, language, age, skin color, physical differences, disability, religion, culture, beliefs, political opinions, education, and social status.

3. The Company promotes human rights both within and outside the organization, as well as throughout the value chain. This includes all employees, business partners, suppliers, service providers, contractors, customers, communities, society, and the environment.
4. The Company conducts its business in accordance with the Children's Rights and Business Principles, ensuring that no child labor below legal age is employed and that no forced labor is used. The Company complies with legal requirements and takes measures to prevent the use of child labor and forced labor within the Company and throughout its supply chain.
5. The Company prioritizes occupational health, safety, and a safe working environment to prevent accidents for workers within the Company, those working on-site, and throughout the Company's value chain.
6. The Company emphasizes equal and fair compensation that reflects employees' performance without discrimination. It also considers training and development opportunities for employees, as well as the procedures for promotions.
7. The Company supports the right to freedom of association and the right to collective bargaining. It has a welfare committee that plays a role in discussions, consultations, and provides recommendations on appropriate employee welfare.
8. The Company has a grievance mechanism for all stakeholders, covering issues related to labor rights, human rights, community rights, business ethics, and the Supplier Code of Conduct.
9. The Company supports employment for disadvantaged groups, including people with disabilities, the elderly, ex-offenders, and others. This initiative aims to create opportunities, careers, and stable incomes, thereby promoting and supporting the achievement of the Sustainable Development Goals (SDGs).

#### **Customers**

10. The Company conducts its business with a focus on producing goods and providing services responsibly towards customers, ensuring accountability for its products and services
11. The Company communicates, disseminates information, educates, and engages customers in its business operations, adhering to business ethics and the Supplier Code of Conduct. It respects human rights and treats customers equally.
12. The Company provides channels for whistleblowing and complaints and listens to feedback from customers.

#### **Business Competitors**

13. The Company conducts its business with a focus on fair and transparent competition, prioritizing ethical considerations.
14. The Company does not engage in any actions or agreements with competitors or market authorities to increase, decrease, limit, or divide market competition.
15. The Company does not seek confidential information about competitors through dishonest, inappropriate, or unethical means.
16. The Company does not make unfounded accusations or damage the reputation of competitors with exaggerated or false information.
17. The Company will not use its power to compete unfairly and will not engage in any actions that alter market competition.

## **Community, Society, and Environment**

18. The Company conducts its business responsibly towards the community and the environment, respecting the rights of society and communities. It aims to improve the living standards, health, and safety of communities, while taking responsibility for environmental care and energy conservation. The Company strives to minimize the impact on society, communities, and the environment.
19. The Company has a grievance mechanism that allows society and external communities to report whistleblowing and complaints.

## **Public Reporting**

The disclosure of the Company's human rights operations is part of its Sustainability Development Reporting, included in the annual information disclosure form / annual report (Form 56-1 One Report) and on the Company's website, or through other appropriate communication channels.

## **Whistleblowing and Complaint Channels**

In case business partners and various stakeholders have any doubts or observe actions that are suspected of violating or failing to comply with laws, regulations, rules, business ethics, or the Company's policies, they can report whistleblowing or complaints along with detailed evidence through the channels specified by the Company.

### **■ Internal Audit Department**

Head of Internal Audit Department

Telephone: 02-9352000 To: Internal Audit Department

Email: [whistle.blower.mgc@mgc-asia.com](mailto:whistle.blower.mgc@mgc-asia.com)

### **■ Human Resources and Organizational Development Department**

Director of Human Resources and Organizational Development

Telephone: 02-9352000 To: 444

Email: [hrod.director@mgc-asia.com](mailto:hrod.director@mgc-asia.com)

## **By Mail**

Internal Audit Department / Human Resources and Organizational Development Department  
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This Human Rights Policy was approved by the Board of Directors at the 3/2025 meeting on May 13, 2025, and is effective from May 13, 2025, onwards.

*- Pachara Yuttithamdamrong-*

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(Mr. Pachara Yuttithamdamrong)

Chairman of the Board