



METRO SYSTEMS CORPORATION PUBLIC COMPANY LIMITED

HUMAN RIGHTS POLICY



PRINCIPLE

The Company emphasizes the importance of respecting Human Rights in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). This commitment involves treating all stakeholders with respect for their human dignity, considering equality, fairness, and non-discrimination, ensuring that the company's operations are without human rights violations. Therefore, the Company has established policies and practices regarding Human Rights and communicates these to its directors, executives, and employees to ensure strict adherence. Additionally, comprehensive Human Rights assessments are conducted, including evaluating Human Rights risks, to understand the impacts on stakeholders throughout the Company's value chain, along with mitigation measures and effective remediation.

DEFENITION

The Company means Metro Systems Corporation Public Company Limited

Subsidiaries means Metro Connect Company Limited and Metro Professional Products Company Limited

Joint Venture means HIS MSC Company Limited

Human Rights means the inherent dignity, basic rights, and freedoms that every individual is entitled to from birth, along with equality, ensuring that no one is discriminated against on race, religion, gender, color, language, ethnicity, or other as defined by law. This includes the right to life and liberty, freedom from slavery and torture, freedom from human trafficking, abuse, forced labor, and child labor, as well as the freedom of expression, the right to freely associate, and the right to engage in collective bargaining.

Stakeholders means individuals or groups who are involved with or may be affected by the company's operations, whether the impact is positive or negative, directly or indirectly. This includes employees, partners, customers, as well as communities surrounding the company.

Discrimination means the unequal treatment of individuals or groups. This may involve imposing unequal burdens or providing unequal benefits. It also refers to situations where individuals or groups are treated the same but experience greater disadvantages as a result. Discrimination may include harassment.

Harassment means unwanted comments or actions towards individuals, which are generally considered inappropriate. This includes sexual harassment, defamation, or bullying.

Child Labor means individuals under the age of 18 who perform work that is defined by labor protection laws as inappropriate or harmful to their health and development.

Forced Labor means work that individuals are coerced into performing against their will, often using punishment, threats, intimidation, or manipulation. This work is done involuntarily, and individuals are unable to resist.

Human Trafficking means the recruitment, transportation, transfer, housing, or receipt of persons through coercion, force, or other methods to exploit them for labor or sexual exploitation for commercial gain.

GUIDELINES

1. The Company respects and is committed to complying human rights based on the inherent dignity of all stakeholders. It adheres to principles of equality and fairness, ensuring no discrimination against any individual and refraining from violating the rights of others, whether physically or verbally.
2. The Company strictly adheres legal guidelines in its employment practices, ensuring that no illegal labor, unauthorized workers, or child labor below the legal age are employed. Additionally, the company does not engage in or support the use of forced labor under any circumstances.
3. The Company has established regular working hours, overtime, holiday work, and overtime on holidays, as well as employee rights to various types of leave, all in accordance with legal requirements.
4. The Company ensures that wages, overtime pay, holiday work pay, overtime on holidays, compensation, and other benefits are fair and meet the legal requirements.
5. The Company respects employees' rights to organize, associate, or form labor unions as provided by law, to allow employees the opportunity to express opinions or suggestions on matters related to employment, welfare, and human rights, fostering effective resolution of issues through mutual collaboration.
6. The Company has managed the protection of stakeholders' personal data, ensuring that no violation of personal data or improper use of personal data. The collection, disclosure, or use of others' information requires the consent of the data owner, unless it is carried out in accordance with legal duties, regulations, or company policies.
7. The Company has implemented occupational health and safety measures for employees, including the work environment and assistance plans, to ensure safety within the organization in accordance with established standards and procedures.
8. The Company exercises caution in its operations to prevent human rights violations in its business activities and to prevent harassment, violence, or any actions that may constitute human trafficking. It also monitors respect for human rights and does not neglect or ignore any actions that may involve human rights violations. Such incidents must be reported to the supervisor or the responsible person in accordance with the company's whistleblowing or complaint procedures.

9. The company has established a process to monitor and oversee its business operations, including employee activities, through whistleblowing or complaint channels to prevent involvement in human rights violations. The results of this monitoring are reported to the company's board of directors. Additionally, the company has a comprehensive human rights verification process and measures for remedying harm to victims, aimed at alleviating the impact of human rights violations.

WHISTLEBLOWING / COMPLAINT

The company is committed to respecting fundamental human rights, in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). A procedure for reporting violations of human rights has been established, with details outlined in the company's whistleblowing or complaint reporting policy.

REVIEW OF THE POLICY

The Company will regularly review the human right policy to ensure that it remains aligned with and complies with legal requirements and regulations.

This Human Rights Policy has been approved by the Company's Board of Directors

