

Siam Yamato Steel Co., Ltd.

1 Siam Cement Road, Bangsue.
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Human Rights Policy Siam Yamato Steel Co.,Ltd.

Siam Yamato Steel Co., Ltd. recognizes the importance of respecting the human rights of all individuals. The company is committed to sustainable business operations, strictly complying with laws and international principles. In particular, the company supports and adheres to the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGP), and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

To ensure that our business operations are free from human rights violations, the Company has established this Human Rights Policy and guidelines to be adhered to and practiced as follows:

Treatment of Stakeholders

1. Employees

- Treat employees equitably without discrimination based on physical or mental differences, race, nationality, religion, gender, language, age, skin color, education, social status, or any other factors.
- Treat employees fairly in all employment processes, including recruitment, compensation, working hours and holidays, work assignments, performance evaluation, training and development, career advancement planning, and others, without discrimination.
- Prohibit the use of forced labor, human trafficking, or child labor, including any form of physical or mental abuse, whether through coercion, detention, intimidation, harassment, or violence in any form.
- Promote communication, disseminate information, educate, establish guidelines, monitor, and support all involved parties to treat one another with mutual respect and equity. This is to prevent the risk of human rights violations in business operations, including those that arise from business-related parties.
- Provide effective whistleblowing and grievance channels, along with an incident escalation process. Ensure fairness and protect individuals who report human rights violations by implementing protective measures for whistleblowers or those who cooperate in the reporting of human rights violation.

2. Customers

- Comply with business agreements made with customers equitably, transparently, and without discrimination.
- Protect customers' personal data in accordance with the law and refrain from using it for any purpose other than those that customers have given consent.

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3. Suppliers, Business Partners, and Vendors

- Adhere to trade conditions fairly and equitably. The selection and evaluation processes of suppliers, business partners, and raw material vendors shall be verifiable.
- Encourage and support suppliers, business partners, and vendors to conduct business ethically and raise awareness of human rights.
- Provide a safe and hygienic working environment that complies with safety standards and labor protection laws.

4. Communities

- Commit to responsible environmental management and ensure operational control with full regard for human rights impacts, in order to protect and enhance the sustainable quality of life for local communities.
- Establish processes for gathering feedbacks, survey community opinions, assess satisfaction, and provide channels for whistleblowing or suggestions, thereby fostering mutual consultation between the company and the community

In order to systematically identify issues, assess risks, and evaluate the impacts of human rights violations, the company shall regularly conduct human rights due diligence by identify affected vulnerable groups encompassing all stakeholder groups. The company shall plan and establish corrective and preventive measures in alignment with risk management guidelines within the organization's business processes and supply chain.

The company shall monitor and evaluate the results, ensuring that appropriate remediation and suitable mitigation processes are in place. The human rights policy shall be regularly reviewed, taking into account any significant changes affecting the organization.

20 May 2026

Siam Yamato Steel Co.,Ltd.

A handwritten signature in blue ink, appearing to read 'Jaydsada Plungmanee'.

(Jaydsada Plungmanee)

Managing Director

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