

## **Human Rights and Labor**

Buriram Sugar Group (“BSG”) prioritizes on human rights and labor issue by establishing the policy in 2016 which has been included in the good corporate governance guidelines and the Code of Conduct (According to the resolution of the Board of Directors’ meeting on February 23, 2017). The detail about Human Rights and Labor are as follows:

### **Human Rights and Labor Policy**

- **Respect for Human Rights**

1. BSG does not support activities that violate human rights in all respect, instead, promoting the human rights.
2. Treated everyone equally with respect and honor without discrimination of race, nationality, religion, gender, language, age, skin tone, education, social status, physical description, etc.
3. All employees must not violate the other human rights either verbal or action.
4. Act with caution to avoid violated the human rights. If any suspicious activities are found, they have to inform the supervisor.
5. BSG will keep personal information of its employees. If necessary to disclose in public, such employees must be informed to approve first, unless required to do so by articles of association or laws.

- **Labor**

1. Treat the employees according to the labor laws and regulations with fairly and equally.
2. No discrimination, and equal employment practice in recruitment, compensation, welfare, working time, holiday, assignment, training, and performance assessment, etc.
3. Do not use child labor, illegal immigrant or labor from human trafficking.
4. Do not punish employees physically and mentally or other violent methods such as threats, detainment, or other violence.
5. There is a process of correct and transparent investigation about employees’ wrongdoing before the termination.
6. Only hiring a contractor who operates legally according to the labour law, and relevant regulations, and avoid hiring a contractor violating labour law, related rules, or corruption.



**The company in association with Buriram government sectors, and Buriram sugarcane farmers association have the commitment against the child labour in sugarcane plantations.**

### **BRR says no to child labour in a sugarcane plantation**

From 2016 until now, Buriram Sugar Group always inhibits child labor issues. On March 18, 2016, Buriram Sugar Public Company Limited signed a cooperation agreement on preventing and solving issues of child labor and forced labor with the government agencies and sugarcane farmers association in Buriram. This is to prevent and create an awareness of child labor issues to the agriculturist, society, and all sectors, and share effective prevention on such matter. The company has taken actions in the sugarcane planting promotion zones to run the campaign against child labour. The campaign notices against child labour are attached in the extension of sugarcane cultivation, and around factory. Moreover, the company has also run a campaign and encouraged sugarcane farmers nearby the factory to prevent the child labor with support of the Labor Protection and Welfare Office of Buriram.

Presently, BSG is on the progress of operating the campaign against the child labour and asks for collaborations and agreements from sugarcane farmers. Besides, the sugarcane farmers association is the center to oversee and monitor the sugarcane farmers on such issue.

BSG has communicated by means of attaching campaign notices on preventing child labour at sugarcane planting promotion areas where BSG's working group has the responsibility to monitor and coordinate as well as provide information to sugarcane farmers. Moreover, the company also brings this issue for an additional information in the event of other trainings are organized, including runs the campaign through activities with schools located in the sugarcane planting promotion areas. The Community Relations and Organizational Communication Office puts this issue in the annual operational plan as well.

Besides, the company has monitored the performance to ensure the appropriate practices. The Community Relations and Organizational Communication Office has gathered information on child labour in the sugarcane plantations in association with Labor Protection and Welfare Office of Buriram in Baan Soak Doo Community.



**BSG's executive went to the sugarcane planting promotion areas to inform and provide knowledge on the prevention against child labour in the sugarcane plantations to ensure well understandings instilled into sugarcane farmers**

