

LABOR AND HUMAN'S RIGHT POLICY



CHONGFAH RESORT

We support and protect human rights wherever we can. we are committed to complying with the laws and regulations of the countries and jurisdictions in which we operate.

Chongfah Resort is committed to:

- Support the protection of human rights, particularly those of our employees, the parties we do business with and the communities where we operate
- Respect our employees' rights to voluntary freedom of association, under the law
- Provide a safe and healthy working environment
- Do not support forced and compulsory labour or the exploitation of children
- Support the elimination of employment discrimination and promote diversity in the workplace
- Provide our employees with remuneration and tools for growing their careers, and take their wellbeing into consideration
- Promote fair competition and do not support corruption
- Conduct our business with honesty and integrity in compliance with applicable laws
- Develop and implement company procedures and processes to ensure we comply with this policy.

A handwritten signature in blue ink, appearing to read 'P. S.', is positioned above the printed name.

Mrs. Pattaraporn Sanguannam
Managing Director
Chongfah Resort