A.J. Plast Public Company Limited
95 Thakarm Rd., Samaedam, Bangkhuntien, Bangkok 10150 Thailand.
Tel. 415-0035, 415-6059 Fax : (662) 415-3795
Public Company Limited. Registration No. 375

A.J. Plast Public Company Limited

Gender Equality Policy

(Policy revised A.D. 2025)

A.J. Plast Public Company Limited appreciates the importance of humanity and respect for human dignity. We have considered equality and gender equality important of the fundamental rights that everyone deserves and protects.

Policy

A.J. Plast Public Company Limited respects and complies with the law and places importance on equality, gender equality, and non-discrimination between the sexes not supporting the use of violence, harassment, and all forms of sexual exploitation. Respect all human rights should be equal, without inequality, regardless of race, nationality, gender, sexual orientation, language, age and color, physical difference, disability, religion, culture, cult, political opinion, education, and social status.

Define

"**Discrimination** refers to the action or non-action that divides, restricts or restricts any privileges, whether directly or indirectly."

"**Unfair discrimination** between genders refers to the action or non-action of discrimination, separate action, or limit any privileges, either directly or restrict privileges, either directly or indirectly, without preference because the person is a male or females or expressions differ from biological sex."

Source: Gender Equality Act, B.E. 2558.

Operations

Employees

1. The Company's recruitment of new employees considers the employee's competency, without personal sexual and individual identity, which are key factors in the Company's decision-making process and selection of new employees.
2. Work evaluation and employee remuneration. The Company conducts the employee evaluation of potential, and ability to work individually, fairly, and appropriately, regardless, of biological sex, gender, and sexual identity of a person.
3. Pregnant female employees have the right to leave for childbirth for a maximum of 98 days, including the day for prenatal checkups, according to the Labor Protection Act, B.E. 2562 Section 7.
4. Male Employees have a pregnant wife. He has the right to take two days' leave to help raise children. The right has a maximum of two children.
5. The Company has not promoted violence, harassment, and sexual exploitation in all forms of work.

Suppliers

6. To support the procurement and business operations of female-owned trading partners.
7. It does not use race, nationality, race, gender, sexual orientation, language, age, skin color, differences in physicality, religion, culture, cults, political opinion, education, and social status to determine the credibility of suppliers and influence business decisions.

Communities and Society

8. To promote social responsibility activities or support public interest activities related to gender equality.

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The Gender Equality Policy was created with a focus on non-discrimination, gender discrimination, violence, abuse, and sexual exploitation. All forms of human rights should be respected equally, without inequality regardless of race, nationality, ethnicity, gender, language, age, skin color, physical differences, disabilities, religion, culture, cult, political opinions, education, and social status.

Announced on March 20, 2025