



Interhides Public Company Limited

678 Moo 2, Soi T.J.C., Sukhumvit Road, Bang Pu Mai,
Muang Samut Prakarn, Samut Prakarn 10280
Tel : 662-028-9728-37 Fax : 662-028-9738-39
Website <http://www.interhides.com>



Anti-Discrimination and Harassment Policy

This policy is part of the “Human Rights Policy” which company adheres to with the awareness that the basic rights of all people, that must be taken care and protected. Therefore, company is committed to treating personnel equally and without discrimination, harassment, or consenting to any form of threats and violence; to create a work environment that is respectful and dignified, enabling employees to fully demonstrate their potential, creating a shared force that drives the organization towards sustainability.

Company has established this policy as a guideline for preventing and protecting against discrimination, harassment, or threats in any form, ensuring a safe and conducive workplace.

To achieve this objective, company has established the following guidelines:

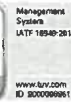
1. Non-discrimination

- 1.1 Promote a work environment that does not tolerate or tolerate discrimination.
- 1.2 Job posting should be free from discriminatory language and should be translated into other languages, including local languages.
- 1.3 Recruit, select, employ, determine compensation, benefits and employment conditions based on the abilities of personnel, without discrimination, taking into account the principles of fairness, equality and providing equal opportunities for women, people with disabilities and vulnerable group.
- 1.4 Pay compensation, welfare and benefits to personnel in accordance with policies and labor laws without discrimination.
- 1.5 Provide opportunities for transfer, promotion and career advancement based on the same standards in a transparent, clear and non-discriminatory manner.
- 1.6 Provide opportunities for all personnel to receive training and develop their work skills without discrimination.
- 1.7 Establish performance evaluation criteria that are consistent with the organization's values that are clear, transparent, and non-discriminatory.
- 1.8 Dismissal must be considered for reasons such as personnel performing below the specified standards after being given an opportunity to improve, or for serious disciplinary offenses, or for other reasons not due to discrimination.



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2. Non-harassment
 - 2.1 Promote the friendly atmosphere, free from distress, annoyance, and physical, verbal, mental, and written harassment.
 - 2.2 Respect the dignity of other personnel by not doing anything that causes embarrassment, loss of face or discouragement.
 - 2.3 Treat other personnel with respect, without any acts of harassment, indecent acts, or any form of abuse, including sexual harassment.
 - 2.4 Keep documents and personal information confidential. Disclosure or use of information must be authorized by the owner of the information.
3. Monitor, evaluate and inspect company's operations in accordance with the policy of preventing discrimination and harassment.
4. Open channels for all personnel at all levels to express opinions, complaints/grievances equally to prevent discrimination and harassment, as well as to protect whistleblowers and complainants.
5. Provide a transparent and fair investigation process and appropriate remedies.
6. Support and collaborate with government agencies, non-governmental organizations (NGOs), educational institutions, communities and other stakeholders to implement support programs to prevent discrimination, harassment and intimidation.
7. Continuously communicate and raise awareness about prevention of discrimination, harassment and intimidation to personnel, partners, business associates, consumers and stakeholders.
8. Disclose performance result on prevention of discrimination and harassment through sustainability reports or other relevant disclosure report to stakeholders annually.

Directors, executives and employees of Interhide Public Company Limited must comply with laws, regulations, standards, policies and practices related to the prevention of discrimination, harassment and intimidation



Announced on September 1, 2025

(Mr. Ongart Thumromgsakunvong)
Managing Director