



Interhides Public Company Limited

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Child Labor Remediation Policy

Definition and scope

Child Labor means work that is harmful to children's health, development, education or that is contrary to national law.

Remediation means measures or procedures used to assist children after they are discovered to be involved in child labor.

Objectives

- Prevent children from being exploited for labor.
- Restore children's basic rights such as education, health and safety.
- Restore children's physical and mental health.
- Support children's families to avoid sending children to work.

Operation Process

- Immediately stop work and remove the child from production area to a safe place.
- Contact child's parents and explain the child labor policy.
- Pay compensation according to the law.
- Promote and support the receipt of at least compulsory education.
- Promote and support families to have sufficient income to live, such as allowing family members to work instead or allowing families to open shops within the company, etc.
- When employees are no longer considered children, they will be returned to work as normal.

Monitoring & Follow-Up

- Follow up on short-term and long-term results.
- Check job recruitment to ensure that child labor is not employed.
- Evaluate whether various measures help children escape from the labor force.



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Principles used in implementing policies

- Best Interest of the Child
- Child and family participation
- Confidentiality and security
- Equality, non-discrimination
- Respect for human rights



Announced on September 1, 2025

(Mr. Ongart Thumrongsakunvong)
Managing Director