

Human Rights Policy

Prodigy Public Company Limited conducts business with due regard to corporate governance with fairness and adherence to according to business ethics Be responsible to society and all groups of stakeholders by taking into account the good treatment of all parties with sincerity respect and mercy indiscriminately have equality respect each other.

The Company believes that respecting the human rights of all stakeholders in the business value chain is foundation for promoting sustainability business and social standing. The Company therefore values and respects the law and fundamental human rights principles. Without discrimination including gender, race, religion, and political rights, creed or any other. Matter based on the principles of the Universal Declaration of Human Rights (Universal Declaration of Human Rights or UDHR)

The Company is committed to promote stakeholders both inside and outside the organization to be aware by communicating educating and gaining acceptance dependence, and practice to achieve effectiveness in business operations continue to operate the business sustainably.

Operation and working environment

1. Directors executives and employees shall perform their duties with regard to "human equality" which is the essence of human rights principles that is an international standard under the legal framework without discrimination.
2. The Company will treat employees in employment matters compensation for work, welfare development and training consideration for promotion determination and punishment termination of employment or basic retirement. According to rules regulations and Company's policies which is used as the same standard throughout the organization.
3. The Company will consider wages and benefits including progress. The professional performance of the company's personnel is fair without discrimination and without giving wrongful benefits by setting criteria for performance evaluation. It does not take into account gender based on origin. Gender expression, age, race, language, religion and culture, disability and economic status are assessed at all levels.
4. The Company will avoid using child labor, setting appropriate working hours as requested laws and business ethics.

5. The Company provides opportunities for its personnel. Having freedom of thought or participating in any activities that carry out activities that do not violate business ethics and do not affect the image of the company. Since the company has no policy to support or involve in politics at any level.
6. The Company will provide stability in work and support the company's personnel to have knowledge development according to the potential of each person by training both inside and outside the organization.
7. The company pays attention to safety standards, Occupational health and working environment with care and protection to reduce and avoid accidents injury and pain sickness arising from work. Performing duties in accordance with the standards set by the relevant laws.
8. Take care of vulnerable workers by providing suitable jobs for pregnant women, caregivers and the elderly. By arranging work that is suitable for physical and ability by avoiding work that may cause unforeseen dangerous and risky.
9. The Company will support and facilitate the care and coordination with Department of Social Security Office. The personnel of the Company have a good working condition.

Environmental

The Company will operate with maintaining the environment good health and suitability for the work of the Company's personnel including business associates and vulnerable groups. Taking into account pollution prevention removal of toxins, waste water, various wastes including air pollution. greenhouse gas emissions. Including reducing the use of resources such as water consumption, energy consumption.

Ethics

1. The Company will communicate through various communication channels of the Company so that stakeholders can acknowledgment and cooperation in complying with the Company's policy.
2. The Company will be fair and have measures to protect people. Complainant or those who cooperate in reporting human rights violations. It will protect their privacy and give them the confidence.

Measures the operating of personnel within the company

1. Personnel of the Company must acknowledge their rights, duties and scope of human rights and business associates by strictly adhering to and complying with this policy without any exceptions.
2. The Company's personnel must don't be indifferent when it is found that other personnel of the Company or related persons business operation without negligence or violation of human rights policy.
3. Personnel of the Company who violate human rights including those involved or related will be subject to disciplinary action in accordance with the Company's rules and may be punished according to the law. However the accused will not be considered fault until it will be proven that have an inaccuracy.

Whistleblowing or complaints

1. Matters receiving clues or complaints

- 1.1 Violations of human rights as defined set forth in this policy that directly relates to the organization or indirectly.
- 1.2 Actions that ignore or violate human rights according to the Company's policy or affect the system internal control business operation of the Company that may cause doubt that is a channel for Human Rights violation.
- 1.3 Illegal immoral and business ethical acts

2. Whistleblowing channels

All employees of the company have a duty to report the supervisors (in descending order)/ all whistleblowing or make a complaint when human rights violations are seen including those who learn from outside related to black.

- 2.1 Chain of command
- 2.2 Opinion boxes
- 2.3 Via Email: thitikan@prodigy.co.th
- 2.4 Company website www.prodigy.co.th

Conducting investigations and sanctions

1. When a clue has been notified the internal audit working group will be responsible for filtering and investigating the facts. During the investigation of the facts, the progress will be notified periodically to the whistleblower or person complaint whereby the working group will discuss the results of the investigation with related person to find guidelines appropriate corrections will be made and reported to the management and the Audit Committee.

2. If the fact-finding investigation shows that the information or evidence has reasonable grounds to believe that the accused has violated the policy. Actually the Company will give the accused the right to acknowledge the allegation and give the accused the right to prove himself or herself by obtaining additional information or evidence showing that he was not involved in the act wrong doing as alleged.
3. If it can be proven If the complainant has committed an offense, the Company will consider it as an offense against the Company's policy which will be subject to special consideration. Penalty in accordance with the regulations set by the Company and if it is an action violation of the law of the borrower failure to do so may be punished according to the law.

However, the Company will protect the rights of whistleblowers/complaints and information providers by keeping Information of whistleblowers/complaints and the informant keep it confidential. Including protecting the informant from where the clue/complaint was affected and when investigating the facts and the decision has already been made. The Company will inform the result of the inspection to those who provide clues/complaints are informed.

Remedy

In case it can be proven that the Company or its personnel have violated the human rights of any complainant which is an action that the Company has assigned or ordered personnel within the Company to proceed with the financial statement. The Company will consider guidelines for esteem. Review on a case-by-case basis and preliminary guidelines that do not repeat infringement both intentionally and unintentionally in order to provide guidelines for black operating on the rights policy Human beings are efficient and sustainable.

Dissemination of Human Rights Policy

So that all employees of the Company in the organization has been informed of the Company's policy and will continue to disseminate the policy through various channels of the Company as follows:

1. The Company will post a human rights policy announcement for the employees of the Company who are stakeholders notify each other thoroughly.
2. The Company will disseminate the human rights policy through the Company's communication channels such as Intranet, issued circulars, emails, and websites for internal and external stakeholders
3. The Company will arrange to review human rights policy regularly to cover and comply with to the current situation.

Follow-up and review

Risk Management Committee must assess the risks and review this policy as annually and offer Corporate Nomination and Remuneration Governance Committee and the Board of Directors will consider approving the changes as well as monitoring the implementation of this policy and providing advice continuously.

Disclosure

The Company has disclosed information to employees, executives, shareholders, customers, business partners, all groups of stakeholders and related parties through the annual report 56-1 One Report. The Company's website or other means as appropriate to ensure that the company operates with transparency can inspect.

Recording and Storage of Data

The Company have operated maintain standards related to work systems information communication system which is an important basis for building the system effective control by taking action on various matters. In order to ensure that the system information and database system have been protected ready to use or ready to be audited at all times. The Company's business by supervising to ensure that it is appropriate to the risks of information, work systems, and database systems.