

Human Resource and Labor Practice Policy

GreenYellow comply with GY corporate HR and Labor Practice policy.

GreenYellow policies and procedures adhere to all applicable domestic laws and are consistent with core labor principles of the International Labor Organization (ILO) concerning freedom of association and collective bargaining, non-discrimination, forced labor, and underage workers in the workplace. Promoting human rights and adhering to ILO core labor standards internally and throughout all our business operations is in line with GY's values and principles. Our commitment to foster the implementation of human rights and core labor standards is supported through our Human Resources departments. It is in effect in all GY locations and it applies to the GY's business operations worldwide. The Policy is by no means the final authority on the correct procedures to follow and therefore may be adapted to suit every local legislation. Due to the global nature of the business, the local legislation and practices must be respected and applied. At all times, local legislation would prevail should a conflict between the global policy and the legislation arise.

1 Principles

The Human Resource policies, processes and tools are designed to support the management and development of people at GreenYellow. Beyond policies, Human Resource is focus on human relationship.

The Human Resource function is responsible for providing professional support and guidance to managers in all aspects of selecting, retaining and developing employees. All Human Resource employees will be trustworthy, credible and open-minded, and have the necessary skills and competencies to provide professional assistance to his or her colleagues.

This policy come under the responsibility of the Human resource Director at the corporate level with local support of HR manager in country of operation.

2 Freedom of association and workers organization

The Company acknowledges freedom of association and collective bargaining as a labor right of all employees. Employees have the right to join labor unions or form workers' organizations with the aim to engage the Company on common issues and conclude a collective agreement.

3 Child Labor

Regardless of local labor law, we shall neither employ any person who is below 18 years of age nor utilize any products produced with child (persons under 18 years of age) labor.

GreenYellow will conduct business only with third parties that follow the same ethical child labor standards.

4 Forced labor

GreenYellow states that under no circumstances will make use of forced or bonded labor. All employees shall have the right to enter into employment voluntarily and freely, without the threat of a penalty. The policy is applicable to all personnel as well as interns, consultants and any other person performing a task in the company. The Company's principle of No Forced Labor is based on International Labor Organization (ILO) conventions and national laws and recognizes regional and cultural differences. The Company forbids the use of coercion, violence, threat of penalties, or other intimidating practices like confiscation of personal documents (only copies) or wage punishments (information about wage cuts should be provided in the books). Employees shall have the freedom to terminate employment of indefinite or long duration by means of notice of reasonable length (in accordance with national law or mutual agreement) at any time without penalty. Employees on

contracts of fixed duration shall not be required to serve beyond the expiry of their contract. All terms and conditions of service should be specified in employment contracts for which the employees should provide informed consent. The Company recognizes the responsibility that it shares with suppliers, sub-contractors, and recruitment services (collectively referred to as “Suppliers”) to tackle forced labor. This policy represents a clear contractual obligation as condition for any business relationship with the Company. The Company will not tolerate the use of unlawful forced labor within and will not accept products or services from suppliers that employ forced labor or apply similar practices.

5 Employment

GreenYellow endeavors to create an environment that protects and promotes the health and welfare of its employees. GreenYellow has a legal obligation to provide a safe and healthy workplace that complies with each country’s health and safety legal framework. GreenYellow management is responsible for ensuring that effective and regular communications occur with all employees to maintain and improve employee morale and motivation.

6 People development

GreenYellow endeavors to provide opportunities for progression and development within the company and its affiliates worldwide to all employees. Mandatory and voluntary training courses are provided on a regularly basis covering a range of topics.

Management should endeavor to guide, mentor and coach their employees at every available opportunity to improve performance and to develop skills and competencies. Management should also address errors or deficiencies in work quality swiftly and create a positive learning experience.

7 Remuneration

GreenYellow endeavors to provide competitive and fair remuneration structures and compensation packages, taking into consideration the local market, individual performance, the company performance and individual employee skill and potential development.

GreenYellow understands that a competitive salary is but one element of many that motivates employees and will at all times attempt to focus on the holistic needs of the employee.

8 Non Discrimination and Equal opportunities

The Company is committed to ensuring that all employees are made aware of their statutory rights to equal treatment at work by actively promoting equal opportunities. It aims to provide a workplace with equality of opportunity, free from any form of discrimination, victimization, bullying or harassment, by ensuring that individuals receive treatment that is fair and equitable. The company is opposed to any form of less favorable treatment on the grounds of color, race, nationality, ethnic or national origins, sex, age, gender reassignment, sexual orientation, pregnancy and maternity, marriage and civil partnerships, pay, religion or belief, political belief, part-time work, fixed-term work, marital status or disability.

Differences in individuals are valued and respected.

Equal opportunity applies to all employment practices including and not limited to recruitment and selection, promotion, training and development, working conditions, pay and benefits, and termination of employment processes.

We expect our employees to be honest and fair in their dealings with colleagues and third parties. We believe Diversity is a key success factor for our business.

GreenYellow is committed to the fair and equal treatment of job applicants, employees, contractors, suppliers, agency workers, visitors and customers.

9 Sexual harassment

The ILO defines sexual harassment as a sex-based behavior, such as sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature, that is unwelcome and offensive to its recipient

Sexual harassment prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events.

10 Retaliation

GreenYellow encourages reporting of all perceived incidents of discrimination or harassment and will promptly and thoroughly investigate such reports.

GreenYellow prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

**** GreenYellow means GYTH, GYS1/2/3/4 and all affiliate in Thailand.**

Signed by



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Frank Gluck
CEO of GreenYellow