



Precious Shipping Public Company Limited

Human Rights Policy

Precious Shipping Public Company Limited and its subsidiaries (the "Company") recognize the significance and necessity of respecting human rights for sustainable operations in business. The Company is committed to conducting business on moral principles to ensure that all stakeholders are fairly treated. For human rights protection, the Company conducts its business in accordance with the relevant domestic & international laws, the United Nations (UN) Guiding Principles on Business and Human Rights, the 10 UN Global Compact Principles, as well as the Core Conventions of the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

Scope of Policy

The Human Rights Policy ("Policy") is applicable to all areas of business and activities carried out by the Company and its controlled entities in Thailand and overseas that involve employees, seafarers, workers and other individuals in the supply chain and society. The Company also encourages business partners, suppliers, and other relevant parties in the supply chain of the Company and its controlled entities in Thailand and overseas to conduct business in a manner that respects human rights by applying this Policy.

Definition

Human Rights are rights inherent to all human beings, regardless of physical or mental status, race, skin colour, nationality, country of origin, ethnicity, age, gender, language, religion, education, tradition, culture, social status, or any other status as stipulated by the laws of each country and treaties to which each country is committed. Human rights include the right to life and liberty, the freedom from slavery and torture, the freedom of expression and association, and the right to work for equal remuneration for a satisfactory standard of living. Everyone is entitled to these rights, without discrimination.



Policy Statement

The Board of Directors, executives, management, and employees at all levels shall be aware of the importance of and respect for human rights in all aspects of life, including social and community, the laws of each country, and the treaties to which each country is committed, and:

- Treat everyone equally, without discrimination, and in accordance with the principles of human rights.
- Avoid any acts that might be considered a violation of human rights.
- Support human rights protection.
- Support all stakeholders and business partners in the business value chain, including suppliers and contractors, to join the business with ethics that respect human rights and treat everyone in accordance with the human rights principles in this Policy. This support includes communication, dissemination, education, creating awareness, setting goals, monitoring, and helping in any way possible.

Guidelines

- 1) The Company is committed to having zero tolerance for child labour by clearly specifying age criteria and conditions of employment that fully comply with local labour laws in any country.
- 2) The Company promotes fair employment and fair and transparent treatment of all employees, as well as seafarers, in all operations. The employment contract specifies mutually agreed terms and conditions, wages and welfare benefits, working hours, work overtime, weekends, leave and holidays, and other fringe benefits that are not less than the minimum legal requirements. It also ensures maternity protection for pregnant employees and workers, the right to maternity leave including a period after childbirth, maternity pay and/or compensation with no less than legislative regulation, as well as the protection of the right to return to the same job after maternity leave.
- 3) The Company has zero tolerance for any kind of forced labour. Employees and seafarers are given jobs based on their consent and capabilities. The Company does not tolerate forced labour, slavery, or other forms of forced labour used to gain an advantage through its owned operations.
- 4) The Company promotes the safety and occupational health of individuals and assets of the Company, employees, seafarers, workers, and stakeholders related to the Company as



well as the supply chain. It ensures a safe work environment and preventive safety measures and safety risk monitoring systems in line with related safety and occupational health legislation, relevant accepted global standards, and the Company's rules and regulations.

- 5) Torture and threats are prohibited, as are any acts of human trafficking, extortion, harassment, or any other force, bullying, or humiliation against the dissimilarity of others, physical and verbal sexual harassment and sexual assault, and any other cause of physical and mental embarrassment that violates human dignity.
- 6) The Company respects the rights of indigenous/ethnic peoples in all operating areas. The Company accepts, protects, and preserves the traditions, wisdom heritage, culture, and original rights of indigenous people, as well as their cultural heritage.
- 7) The Company will develop human rights due diligence procedures and systems within the organization, its controlled entities, and its suppliers (where appropriate). The risks will be identified, their possible impacts analyzed, and preventive and mitigation measures defined. The procedures for remediation will also be designed in an appropriate, legitimate, and generally accepted manner. The Company will put in place regular monitoring of human rights violations, compliance with the Policy, and consistent reporting and disclosure on human rights.
- 8) The Company shall fairly treat and protect any whistleblower who reports a violation of the human rights of an individual related to the Company and protect all whistleblowers and informants in accordance with complainant protection measures as specified in the Company's Business Ethics and Code of Conduct.
- 9) The Company is determined to create and maintain a corporate culture aiming to respect human rights according to this Policy.
- 10) The Company will conduct an annual review of the Policy, or when a critical event occurs, to ensure that the Policy is up-to-date and aligned with applicable laws, international principles, and/or business circumstances.
- 11) Violating human rights is considered a breach of the Company's Business Ethics and Code of Conduct and the violators are subjected to disciplinary actions and/or criminal prosecution if such misconduct violates the law.



Report of Violation:

The Company encourages all staff members or any other stakeholder to report any form of human rights violation by sending a message to Human Resources Department at hrd@preciousshipping.com or Mr. Chaipatr Srivisarvacha, Independent Director and Chairman of the Board of Directors, at the following address:

By mail: Mr. Chaipatr Srivisarvacha, 217/79 Crystal Garden Condominium, Soi Sukhumvit 4, Sukhumvit Road, Klongtoey, Bangkok 10110 Thailand

By e-mail: chaipatr@capmaxx.co.th

This Policy was approved by the Board at the Board of Directors Meeting on 10 February 2023