



**Hayakawa Electronics (Thailand) Co.,Ltd.**

**H E T** บริษัทฮายากาว่า อิเล็กทรอนิกส์ (ประเทศไทย) จำกัด

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2025/101

30 September 2025

## **Announcement**

### **Human Rights Policy**

**of**

**Hayakawa Electronics (Thailand) Co.Ltd.**

#### **1. Introduction**

At **Hayakawa Electronics (Thailand) Co.Ltd.** we are committed to respecting and promoting human rights in all aspects of our operations and business relationship, and conducting business in full compliance with all applicable laws and regulations in each country and region where we operate. We adhere to local legal and regulatory requirements while also respecting internationally recognized human rights standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Conventions, and the OECD Guidelines for Multinational Enterprises.

#### **2. Scope of Application**

This Policy applies to all directors and employees of **Hayakawa Electronics (Thailand) Co.Ltd.** We also work with our Suppliers and Business Partners. We expect them to understand and adhere to the principles outlined in this policy.

#### **3. Our Commitments**

We are dedicated to upholding the following principles:

- **Forced and Child Labor:** We strictly prohibit all forms of forced labor, human trafficking, and child labor in our operations and supply chain, ensuring compliance with local labor laws and international standards.
- **Diversity and Inclusion (Respect for Diversity, Prohibition of Discrimination and Harassment):** We are dedicated to maintaining an inclusive workplace that values diversity and equal opportunities for all, prohibiting discrimination in hiring, promotions, wages, and working conditions based on race, gender, age, nationality, religion, disability, sexual orientation, or any other protected characteristic, and

ensuring that harassment, abuse, or violence is not tolerated in the workplace, fostering a culture of respect and inclusion.

- **Working Hours and Fair Compensation:** We ensure that employees receive fair wages and reasonable working hours in compliance with labor laws by adhering to legal standards on wages, overtime pay, benefits, and other working conditions.
- **Creating a Safe Workplace:** We are committed to providing a safe and healthy working environment for all employees by complying with occupational health and safety regulations, continuously improving workplace safety measures, safety training, and encouraging a culture of safety awareness with mechanisms for reporting safety concerns.
- **Freedom of Association and Collective Bargaining:** We respect employees' rights to freedom of association and collective bargaining, ensuring that employees have the right to form and join trade unions or workers' organizations without fear of retaliation, and that we engage in open dialogue with worker representatives, supporting constructive negotiations while ensuring that no worker faces discrimination or punishment for participating in collective bargaining.
- **Information Management (Protection of Personal Data and Privacy):** We are committed to safeguarding the privacy and personal data of employees, customers, and business partners by complying with Personal Data Protection Act (PDPA), responsibly collecting, processing, and storing personal data only for legitimate business purposes, and implementing appropriate security measures to prevent unauthorized access, use, or disclosure of personal data.

#### **4. Implementation & Responsibilities**

To enforce this policy, We will:

- **Provide training to employees and suppliers on human rights principles:** We are committed to raising awareness and understanding of human rights principles among our employees and supply chain partners by providing comprehensive training on relevant human rights topics.
- **Integrate human rights due diligence into our business operations and supply chain:** We recognize the importance of conducting human rights due diligence across all aspects of our business operations and supply chain. This integration will ensure that human rights risks are identified and addressed throughout our processes, helping us maintain ethical practices both within the organization and with our suppliers.
- **Conduct periodic monitoring to ensure compliance with this policy:** We will conduct regular monitoring to assess and ensure that our operations and supply chain comply with this human rights policy.

- **Take proactive corrective action if violations are identified:** In the event that a human rights violation is identified, we will take immediate corrective action to address the issue. This will include investigating the root cause, implementing appropriate measures to resolve the violation, and ensuring that such issues do not recur in the future. Our approach will prioritize timely and effective resolution to maintain adherence to human rights standards.

## 5. Grievance Mechanism

We provide multiple channels for reporting human rights concerns:

**Whistleblowing Hotline:** 061-3906507 (Personnel)

**Email Contact:** [csrcomplaint@hayakawa.co.th](mailto:csrcomplaint@hayakawa.co.th)

**Online Reporting Form/QR Code:**



## 6. Monitoring and Reporting

We are committed to monitoring the effectiveness of this policy and communicate regular updates to all stakeholders on our human rights initiatives.

Effective Date: 30 September 2025

A handwritten signature in blue ink, appearing to read 'M. Sakaguchi', written over a horizontal line.

(Mitsunobu Sakaguchi)

President