

## Rojukiss International PLC — Human Rights Policy and Practices

**Effective Date:** August 13, 2025

**Approved by:** Board of Directors

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### 1. Policy Statement

Rojukiss International PLC (“Rojukiss” or “the Company”) is committed to respecting and promoting human rights in every aspect of our operations. We recognize the inherent dignity of all individuals and commit to operating our business in a manner consistent with the **United Nations Guiding Principles on Business and Human Rights**, the **Universal Declaration of Human Rights**, the **International Labour Organization (ILO) Core Conventions**, and relevant **Thai laws and regulations**.

We believe that a commitment to human rights is essential to sustainable growth, responsible business conduct, and our long-term success in the skincare and personal care industry.

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### 2. Scope of Application

This policy applies to:

- All employees (full-time, part-time, daily warehouse, temporary, and contract)
  - Management and the Board of Directors
  - Suppliers, contractors, and business partners
  - Subsidiaries and affiliates, both local and overseas
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### 3. Key Human Rights Commitments

Rojukiss is committed to:

#### 3.1 Non-Discrimination and Equal Opportunity

We promote a workplace free from discrimination, harassment, or bias based on race, gender, age, religion, disability, sexual orientation, nationality, or any other status. Employment decisions are based on merit, qualifications, and business needs.

#### 3.2 No Forced or Child Labor

We strictly prohibit the use of forced labor, bonded labor, human trafficking, or child labor in any part of our business or supply chain. We comply with Thai labor laws and international standards regarding the minimum age of employment.

### **3.3 Fair Wages and Working Conditions**

We ensure fair compensation, working hours, and benefits in line with Thai labor law and market standards. Safe and healthy working environments are maintained for all employees.

### **3.4 Freedom of Association**

We respect the rights of employees to form, join, or not join trade unions and to bargain collectively in accordance with applicable laws.

### **3.5 Health and Safety**

We are committed to providing a safe, hygienic, and secure workplace. Regular risk assessments, training, and corrective actions are conducted to prevent workplace hazards.

### **3.6 Privacy and Data Protection**

We respect and protect the privacy and personal data of our employees, consumers, and partners. We ensure compliance with the Personal Data Protection Act (PDPA) of Thailand.

### **3.7 Responsible Marketing and Product Safety**

We uphold consumer rights through transparent communication, safe products, and honest marketing claims. Rojukiss products comply with Thai FDA regulations and international cosmetic safety standards.

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## **4. Human Rights Due Diligence**

Rojukiss will:

- Regularly assess the human rights risks associated with our operations and supply chains.
- Integrate risk mitigation strategies into our policies and procedures.
- Monitor, audit, and report progress to senior management and the Board.
- Engage stakeholders, including workers and local communities, when relevant.

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## **5. Grievance Mechanism**

We provide multiple safe channels for employees and external parties to raise concerns related to human rights violations, without fear of retaliation. Complaints are reviewed with urgency and handled in accordance with our Whistleblower Policy.

Concerns can be sent via multiple channels, which will route the message to the Chairman of the Corporate Governance & Sustainability committee:

- Email: [ethics@rojukiss.com](mailto:ethics@rojukiss.com)
- Line: @ethics\_Rojukiss

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## 6. Training and Communication

We provide regular training on human rights, ethical conduct, and labor rights for employees and suppliers. This policy is communicated in Thai and English and made publicly available on our corporate website and intranet.

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## 7. Roles and Responsibilities

- **Board of Directors:** Oversees policy implementation and approves periodic reviews.
  - **Management:** Integrates policy into operations and monitors compliance.
  - **Human Resources:** Conducts training, handles grievances, and audits labor practices.
  - **Employees:** Comply with this policy and report violations.
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## 8. Monitoring and Reporting

Rojukiss International PLC will:

- Include human rights performance in sustainability reports submitted to the SET.
  - Monitor key metrics such as grievances filed, resolved issues, and audit findings.
  - Review and update this policy annually or as required by legal or business changes.
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## 9. Enforcement

Any employee or partner found to have violated this policy will be subject to appropriate disciplinary action, including termination or legal proceedings.

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## 10. Policy Review

This policy will be reviewed at least once per year and updated as necessary to reflect changes in the legal, operational, or stakeholder landscape.