

Labor Practices

The Company respects the rights of all employees at all levels. The Company has adhered to Thai and international labor standards in its human resource management in order to create fair and appropriate employment conditions—whether it be on working hours, rest periods, wages, working environment, and social welfare benefits. This also includes the freedom to express one’s opinions and concerns through various grievance channels, including the Whistleblowing system, and the Worker Welfare Committees—which have been set up in worksites following requirements in the Labor Protection Act B.E. 2541 to be a platform in receiving opinions and discussing appropriate welfare for employees.

Compensation, Welfare, and Benefits

The Company has managed its compensation, welfare, and benefits entitlements based on its employment policy which awards fair welfare and other benefits entitlements that cover all full-time employees and daily-wage workers. Financial benefits include emergency loan programs administered by financial institutions with special interest rates, financial assistance for rent payments, among others. Life Security Benefits include provision of provident funds, emergency and life insurance, disability financial support, maternity leave, accidents assistance, and Employee Joint Investment Program (EJIP), among others.

Respect for Diversity and Inclusion

Additionally, respect for diversity and inclusion remains the Company’s commitment, emphasizing equal treatment which does not discriminate based on nationality, skin color, religion, gender, sexual preferences, citizenship, age, disability, or other characteristics considered to be a human right. The Company has supported such approach through a number of projects. One such initiative is the “Beverage with Simple Hand Language” project at Muanchon Coffee, wherein people with hearing disability are hired at Muanchon coffee at the Sotesuksa school branch in order to create work and income and develop the skills of people with disabilities to enable them to

later transfer this knowledge either as a business owner or as a professionally skilled employee. Other projects include: cooperation with various schools on student apprenticeship programs at 7-Eleven stores in Petchburi; tracking and caring of past employees with disabilities; and a program that conducts various activities with war veterans with disabilities through collaboration with community leaders, War Veterans Organization of Thailand, and various provincial veteran groups in Songkhla, Yala, Pichit, Pitsanulok, Petchbun, Prachinburi, Srakaew, Chantaburi, Krabi, Pang-Nga, Sakon Nakhon, Buriram, Surin, Sri Saket, Pattani, Chiang Rai, and Lampang.

Supporting the rights and role of disabled person and female employees in the organization

2,741
Employment of disabled persons (accumulated 2018 – 2019)

67.1%
Female Share of Total Employee

56.5%
Females in All Management Positions

33.9%
Females in Top Management Positions

58.7%
Females in Junior Management Positions

57.1%
Female in Management Positions in Revenue-Generating Functions

The Company’s benefit analysis of its human rights performance yielded the following results:

- 01  Zero human rights violation cases
- 02  Employees have an awareness on human rights and approaches to reduce and prevent human rights violations in activities within their responsibility

Currently,
100%
of the Company’s employees are members of the welfare committee.

In 2019, the Company adjusted its maternity leave benefits for its female employees to **120** days from the original **90** days set by the law
there have been **2,654** female employees taking parental leave