

Human Rights Policy

The Navakij Insurance Public Company Limited (the “ Company”) operates business in accordance with the principles of corporate governance and business ethics. In terms of human rights, the Company strictly complies with the laws and international human rights principles. To ensure that the Company's business operations is free from human rights violations, the Board of Directors therefore formulated human rights policy as follows:

1. The Board of Directors, executives and all employees must realize the importance and respect for the human rights of all persons and must not be involved in human rights violations and stand firm on the principles of liberty, equality, and peace.

2. The Company respects human rights, treats each other equally and respectfully without distinction of race, nationality, skin color, sex, language, religion, age, political opinion social status, culture, customs, or any other matter.

3. The Company performs duties with caution to prevent the risk of human rights violations in business operation. The Company does not violate labor rights without unfair employment and do not use child labor under the age specified by law.

4. The Company supports and promotes the protection of human rights.

5. The Company commits to build an organizational culture that adheres to respect for human rights as well as encouraging related person to comply with international human rights principles.

6. The Company oversees the respect for human rights. All staff shall not neglect or ignorance the human right violation. They shall report to the supervisors or notify related parties according to the whistleblowing policy in case of actions that constitute human rights violations occurred.

7. Human rights violators are a violation of business ethics, which will be committed disciplinary punishment according to the regulations of the Company and may be subject to legal penalties in case of unlawful action.

The Company reviews the policy regularly at least once a year or when there is a significant change.