Human Rights Policy

The Navakij Insurance Public Company Limited (the " Company") operates business in accordance with the principles of corporate governance and code of conduct. 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. Respect human rights, treats stakeholders and others 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. Perform 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 and not using forced labor within the Company or supply chain.

4. Issue a policy that does not limit freedom of thought and participation in political activities. However, it must not affect or cause damage to the organization.

5. Support and promotes the protection of human rights.

6. Commit 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.

7. Arrange for a comprehensive human rights due diligence process and identify human rights risks, identify human rights risk issues, assess potential impacts and opportunities to determine measures to prevent and address impacts from human rights risks in the Company's operations, as appropriate.

8. Oversee the respect for human rights. All staff shall not neglect or ignorant 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.

9. 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.