



Human Rights Policy

POLICY AND PROGRAMME

1.0 PURPOSE

This policy is based on Human Rights Policy of Pyxus International, Inc. and applies to all Alliance One International (AOI) & Thapawong Company Ltd (TW) Joint Venture operations within THAILAND and under the Joint Venture Company Siam Tobacco Export Corporation (STEC); including the STEC processing facility, the up-country Agronomy offices, all storage facilities, all STEC & TW operated buying stations and contracted farmers (as appropriate).

STEC confirms a commitment to respect Human Rights as defined by the International Bill of Human Rights and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. The International Bill of Human Rights collectively includes the two Covenants: The International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights.

2.0 OUR COMMITMENT

Respect for Human Rights

We will emphasize treating individuals with dignity and respect inside our organization and throughout our supply chain. Where we don't have managerial control, we actively seek to promote compliance with this Policy. We commit to continuously review and update policies and procedures to proactively identify, address and respond to unfavorable Human Rights impacts with which we are possibly included. We are dedicated to complying with pertinent laws and implement controls wherever we operate. Where national law and international Human Rights standards differ, we will follow the higher standard.

Valuing Diversity

We value the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, gender identity, HIV status, marital status, or any other status protected by the laws or regulations in the locations where we operate. Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the



workplace and in any work-related circumstance outside the workplace. These principles apply not only to the Company's employees, but also throughout our supply chain.

Freedom of Association and Collective Bargaining

We respect our employees' right to associate or not associate with third-party organizations, join, form or not join a labor union, seek representation, bargain or not bargain collectively in accordance with local laws, without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representative.

Freely Chosen Employment

We are committed to ensuring all work is voluntary. We take meaningful steps to prevent the use of forced, bonded or indentured labor, involuntary prison labor, slavery or human trafficking in our workplaces and throughout our supply chain.

Child Labor

Inside our organization, child labor will not be used under any circumstances. All employees must meet the minimum age requirement set by local laws. We intend to continue improving identification of and elimination of child labor in our supply chain as detailed in our Child Labor Policy.

Minimum Wage, Hours and Benefits

We are committed to compensating our employees competitively relative to the industry and local labor market. We operate in full compliance with applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours for our employees shall be limited to what is permitted by local laws.

Workplace Health and Safety

We are committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks and will engage with employees to improve health and safety in our workplaces.

Our Standards and Expectations

Respect for Human Rights is fundamental to the success of the Company, our subsidiaries and the communities where we operate. Employees are united by values that demonstrate our insistence on achieving the right results, the right way:

- Collaboration and Teamwork,
- Creativity and Accountability,
- Responsibility and Achievement,



- Integrity and Respect,
- Initiative and Empowerment,
- Diversity and Positive Change,
- Innovation and Excellence, and
- Social Responsibility.

Process for implementation

STEC are expected to follow the spirit and intent of our guiding principles to ensure respect for Human Rights. These principles are an integral part of other related policies, including the Code of Business Conduct, the Compliance Policy, the Social Responsibility Policy, the Anti - Child Labor Policy and the Labor Management Policy, as well as in the Sustainability reports.

We will regularly review and update the progress on our efforts, and publicly communicate the results. If any employee believes that someone is violating the Human Rights Policy or the law, they are asked to report it to their Human Resources Department where we will review the concern and conduct an appropriate investigation.

A copy of this policy will be provided internally and externally. It will be communicated to our employees, shareholders, contractors, and suppliers.

This policy will be reviewed at least annually

Adopted: 15th July 2023

Reviewed: 1st July 2025

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