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Children Rights Policy


“Child rights” are a critical issue that organizations must prioritize no less than the rights of adults. Any negative impact on children can be more severe and long-lasting, as children often lack bargaining power and have limited ability to protect their own rights.

Jaymart Group Holdings Public Company Limited recognizes the importance of this matter. Although children and youth may not be directly involved in the Company’s business value chain, they are current and future consumers, as well as young individuals who may join the Company as interns and potentially play a significant role in the future development of the organization.

Accordingly, the Company has established this Policy to guide all employees in respecting, promoting, and protecting the rights of children, in alignment with the UNICEF Child Rights and Business Principles (CRBP). The Company aims to ensure that child rights considerations form an integral part of Jaymart Group’s sustainable growth.

Scope of Application of the Child Rights Policy

This Policy applies to all levels of employees, including directors, executives, and operational staff, as well as the Company’s business partners, suppliers, and external parties involved in the Company’s activities—particularly those activities that may have direct or indirect impacts on the rights of children and youth.

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Definitions

Human Rights

Refers to the fundamental freedoms and entitlements inherent to all individuals, equally and without discrimination, as an expression of human dignity. This includes freedom of thought, bodily integrity, and autonomy in decision-making, all of which are protected under the Constitution of the Kingdom of Thailand.

Child Labor


Refers to private-sector employees aged from 15 years up to below 18 years.

Dual Vocational Training Program

Refers to a cooperative program between educational institutions and business organizations that provides students with opportunities to gain professional experience within the workplace in accordance with the curriculum requirements.

Safety and Occupational Health

Refers to the provision of a safe and hygienic working environment, including measures to prevent accidents and occupational diseases, in order to protect the health and well-being of all workers.

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Scope of the Child

1) Support and Promotion of Child Rights

Children are a group that must receive the highest level of protection under the Company's social responsibility commitments. The Company's operations and value chain may create both direct and indirect impacts on child rights if appropriate management measures are not in place.

The Company has a strict policy prohibiting the employment of individuals below the legal minimum age, as such practices may hinder age-appropriate development, pose risks to physical or mental well-being, or deprive children of educational opportunities. Accordingly, the Company places great importance on preventing any potential negative impacts on children.

Good Practices

1. Establishing a Minimum Age for Interns or Participants in Dual Vocational Training Programs


The Company shall define the minimum age for interns in alignment with labor laws and international human rights standards to prevent any form of unlawful child labor.

2. Defining the Scope and Nature of Internship Assignments

The Company shall ensure that the scope and nature of tasks assigned to interns are appropriate for their age and capabilities, so as to prevent any physical or psychological harm and to promote safe and constructive learning experiences.

3. Encouraging Youth Participation and Feedback

Departments responsible for overseeing interns shall provide opportunities and safe channels for youth to express their opinions or report any issues encountered. The Company will take such concerns seriously and act appropriately.

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4. Safety and Occupational Health Measures

If an intern becomes injured or ill, the Company will consider providing appropriate assistance and care to ensure fair and adequate protection aligned with fundamental safety and occupational health standards.

5. Supporting Educational, Sports, and Quality-of-Life Opportunities for Youth

The Company supports activities that promote the development of children and youth—whether in education, sports, or overall well-being. The Company aims to create opportunities, enhance skills, and improve the quality of life of young people in the community, fostering sustainable long-term development.

6. Awareness of Product Safety


The Company recognizes the importance of ensuring that its products are safe for children and youth. The Company carefully selects products and business partners that meet safety standards and adhere to ethical business practices, ensuring that the Company’s products do not negatively impact children and youth as a distinct consumer group that deserves equal protection as all other consumers.

7. Employment Practices

The Company requires that all job applicants and employees—including full-time, contract, and temporary staff—must be at least 20 years of age. This requirement ensures that employment aligns with appropriate maturity levels and job responsibilities. The Company will carefully verify the age of all job applicants prior to employment to prevent any misrepresentation of information or hiring below the Company’s minimum age criteria.

8. Providing a Safe Environment for Children in Company Activities

The Company will implement appropriate safety measures for any Corporate Social Responsibility (CSR) activities or internship programs that involve children or youth. These measures aim to prevent accidents, harassment, and any other potential risks within the premises and ensure a safe environment for all participants.

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Monitoring and Review of the Policy

The Company shall review the Child Rights Policy at least once a year, or whenever there are significant changes to relevant issues, to ensure that its implementation remains aligned with applicable laws, international human rights standards, and the UNICEF Child Rights and Business Principles.

This policy shall take effect from 11 November 2025 onwards.



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Approved by
Mr. Pisnu Pong-Acha
Chairman of the Board

