



Human Resources Management and Development Policy

Document No. : PD-IR-020

Revision No. : REV00

Effective Date :December 8, 2023

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Introduction

Jaymart Group Holdings Public Company Limited recognizes that personnel are a vital resource and a key driving force behind the company's business success. The company is committed to managing, training, and continuously developing its employees' potential to support sustainable business growth and ensure confidence among stakeholders and investors.


Therefore, the company has established a Human Resources Management and Development Policy as a guiding framework for relevant parties to implement. Additionally, the company mandates a review of this policy at least once a year to ensure its relevance and effectiveness.

Objectives

1. To establish a Human Resources Management and Development Policy for the company and its subsidiaries to ensure consistency in implementation.
2. To serve as a written communication tool for the company's and subsidiaries' personnel, ensuring a mutual understanding of the policy.

Scope of Implementation


This policy applies to Jaymart Group Holdings Public Company Limited and its subsidiaries, covering policies and operational guidelines.

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Human Resource Management and Development Policy

Jaymart Group Holdings Public Company Limited has established a Human Resource Management and Development Policy as a framework and guideline for relevant stakeholders to implement. The company ensures that compensation and benefits provided are not less than the legal requirements, as follows:

1. The recruitment and hiring process must consider the suitability of candidates based on their knowledge, skills, experience, and background checks in accordance with the company's regulations.
2. The minimum wage rate must not be lower than the legal requirement, and compensation shall be determined based on knowledge, skills, and experience, ensuring competitiveness within the same industry.
3. Conduct orientation and training programs for new employees to ensure they gain knowledge and understanding of the company's policies, regulations, organizational structure, executives, business processes, and subsidiaries.
4. Continuously promote the development of employees at all levels to enhance their knowledge and multi-skills, supporting their career growth.
5. Promote and support employees in utilizing their knowledge, skills, and abilities to the fullest in their work for the company.
6. Provide a good working environment that is safe, hygienic, and promotes occupational health, in compliance with regulations, rules, and legal requirements.
7. Establish a compensation management process that motivates and rewards based on the value of work achievements.
8. Provide welfare and various activities for employees to foster good relationships within the organization, promoting unity and a positive organizational culture.
9. Treat all employees with fairness and equality, ensuring transparency, respect, and dignity for every individual.
10. Respect and consider the fundamental rights in employment by not using forced labor and not supporting the employment of child labor or individuals under the legal age requirements.

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Announced to be effective from December 8, 2023 onwards.


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Approver Human Resources Management and
Development Policy

Mr. Pisnu Pong-acha
Chairman of the Board of Director

