



บริษัท แอร์โรเฟล็กซ์ จำกัด
亚罗弗国际有限公司
AEROFLEX CO., LTD.



HEAD OFFICE : 770 MU 6 , TEPARAK RD , TEPARAK , SAMUTPRAKARN 10270 , THAILAND. TEL : 66-2383-6599 (15 Lines) FAX : 66-2383-6533 , 66-2759-5554

FACTORY : 111/7 , 111/11 MU 2 , TAMBOL MAKHAMKU , AMPHUR NIKOMPATTANA , RAYONG 21180 , THAILAND. TEL : 66-3891-7111-20 (10 Lines) FAX : 66-3891-7121

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HUMAN RIGHT POLICY

With the determination and ideology of management of Aeroflex Company Limited to conduct business with integrity, honesty, and social responsibility to all stakeholder groups in accordance with the Good Corporate Governance Policy and Business Code of Conduct including respect for human rights, with the focus on continuous operations, raise awareness, review and audit including managing, assessing risks that may lead to human rights violations as a result of business operations, as well as taking the responsibility and fostering legal practice in accordance with the Universal Declaration of Human Rights (UDHR) United Nations Global Compact (UNGC) United Nations Guiding Principles on Business and Human Rights (UNGP) and The International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO). Therefore, in order to ensure that Aeroflex Company Limited business operations are free from human rights violations, the Executive Committee deems appropriate to establish this Human rights policy and practice guideline to prevent human rights violations in all business activities, including Business Partners and Business Associate (Joint Venture).

Scope of operations

This Human Rights Policy applies to all business operations of Aeroflex Company Limited, including all business activities that Aeroflex Company Limited has management power, such as the business of Aeroflex Company Limited, Subsidiaries, Business associates (Joint Venture) and employees.



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Aeroflex Company Limited aims for business partners of the company that do not have administrative power such as other joint venture companies, contractors , suppliers, sub-contractors and other related persons to support this policy and take it as a guideline for common practice.

Definitions of terms used in human right Policies

Human rights refer to the inherent rights of all human beings, regardless of differences in physical, mental, racial, nationality, country of origin, race, religion, sex, language, age, skin color, education, social status, culture, customs and traditions or any other matter in accordance with the laws of each country and by treaties where each country has an obligation to practice. Human rights, including the right to life and liberty, deliverance from slavery and torture, freedom to express opinions and group gathering, the right to work, education and more. All human beings have these rights equally without being discriminated against.

Subsidiary refers to a company in which Aeroflex Company Limited has more than 50% holding or has administrative power.

Employees refer to the worker at all levels holding a position in the company.

Human Rights Management Framework

The human rights management approach consists of five different stages as follows:

- 1) Determining human rights policy.
- 2) Establishing a comprehensive human rights review process (Human Rights Due Diligence - HRDD) which includes human rights risk assessment.



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- 3) Conducting human rights impact assessment, establishing preventive and corrective measures, and providing remedies for those who might be affected by immediate and long-term impacts.
- 4) Monitoring and reporting of human rights performance.
- 5) Raising awareness for stakeholders on the prevention of potential human rights violation. The figure below outlines the Human Rights Management process.

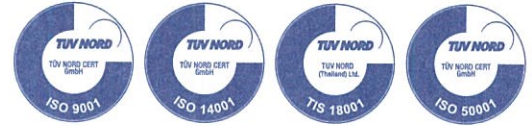
Human Right Policy

The Board of Directors, executives and employees of Aeroflex Company Limited at all levels must be aware of the importance and respect for human rights in all areas, as well as society and communities in accordance with to the laws of each country and according to the treaties that each country has its obligations to follow including

- Must treat everyone equally according to human rights principles without discrimination.
- Must avoid all actions that would be violations of human rights.
- Must support and promote human rights in all activities.
- Must communicate, disseminate, educate, understand, establish guidelines including monitoring and supporting Business Partner, Supplier, Contractor and Joint Venture in order to participate in conducting business with morality respect for human rights and treat everyone according to human rights principles in this policy.



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Practice Guidelines

1. Aeroflex Company Limited is committed to creating and maintaining a corporate culture adhering to respect for human rights. Executives and employees at all levels must comply with human rights principles, adhere to the rule of law, respect the human dignity, treat each other with respect, honor each other and treat each other equally, impartially, without discrimination. Not discriminating against physical, mental, racial, nationality, country of origin, race, religion, sex, language, age, skin color, education, social status, culture, customs, traditions, political opinions or any other matters.
2. Executives and employees at all levels have duties and responsibilities to respect and follow the rules and regulations of the company as well as to promote the rights in accordance with social regulation and universal regulations within the company or group of companies in conducting the business. This is to ensure that such business conduct does not contribute to or refrain from committing any act which results in violation of human rights. The executives and employees should also give priority in business dealings with customers or partners who respect for human rights principles.
3. Communicate, disseminate, nourish understanding, set up guideline and provide other support to business partners, suppliers, contractors and joint ventures to participate in conducting business with integrity, honesty and respect for human rights and treat everyone according to human rights principles in accordance with this policy.



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4. Monitoring the respect of human rights, do not neglect or ignore when encountering activities that are in the scope of human rights violation. Employees must report to their supervisors or the persons in charge. Provide opportunities for employees and stakeholders to comment their opinions that can reflect on the problems and give clues or complaints if encountering any incidence or activities that violate human rights through the specific channels. If the employees have any questions or inquiries, please consult with supervisors or any persons in charge concerned with human rights principles.
5. Set up a procedure for reviewing information or complaints about human rights violations after receiving complaints from employees or stakeholders. Report to the board of director and executives to take appropriate action to mitigate or solve the problems on human rights issues.
6. Aeroflex Company Limited will provide justice and protection to anyone who reports human rights violations by using measures to protect the complainant or those who cooperate in reporting human rights violations as defined in the Anti-bribery and Anti-corruption Policies (AFCT-IM-MD-006) Item 13.4 Protection and Confidentiality Measures.
7. Aeroflex Company Limited will implement the human rights due diligence process continuously, and follow up to identify issues and assess risks and impacts of human rights abuses. Define the affected groups or individuals. Set up the appropriate risk management guidelines or measures. Set up the solutions for corrective and preventive the human rights violations and provide a procedure with appropriate mitigation in the event of human rights violations. Provide an audit and follow-up process.



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8. The perpetrators of human rights violations are considered as the violations of the code of conduct of Aeroflex Company Limited, which must be subject to disciplinary action in accordance with the company rules and regulations. Additionally, the perpetrators may be punished by law if it is illegal.

Hereby announced for acknowledged with effective date starting from July 1, 2020.

Mr. Chumnan Vitoorapakorn
Managing Director