

MERCATORMEDICAL

Mercator Medical (Thailand) Ltd.

Mercator Medical (Thailand) Ltd., has established policy based on corporate social responsibility. The Company is committed to operating its business with continuous and sustainable responsibility.

1. **Child Labour** The organization shall not engage in or support to use of child labour under 15 years of age or young worker (15-18 years of age) in case of the company has been employed child labour shall be provide children to attend and remain in school until no longer a child as defined above. Shall take care them away from hazardous or unsafe to their physical and mental health both in or outside workplace and including to provide evident record of child labour.
2. **Forced Labour** The organization shall not engage in or support the use of forced or compulsory labour. Shall not require personal to pay deposit or retain original identification papers to the organization upon commencing employment.
3. **Health and Safety** The organization shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work as well as provide to employee on a regular basis effective health and safety training and workplace environment.
4. **Freedom of association and right to collective bargaining** The organization shall respect to the right to form, join and organize trade union (s) choice of employee and respect to bargain collectively on their behalf with organization. The organization shall ensure that workers representative are not subjected to discrimination and able to access to their member in the workplace.
5. **Discrimination** The organization shall not engage in or support discrimination in hiring remuneration access to training, promotion, termination or retirement based on race, national or territorial or social origin caste, religion language, age, gender based, marital status disability gender and union membership.
6. **Disciplinary Practices** The organization shall not engage in or support to use of corporal punishment, mental or physical coercion.
7. **Working Hours** the organization shall define working hours comply with applicable laws and industry standard the normal work week shall not exceed 48 hours. And shall provide at least one day off every seven consecutive days incase where overtime work is need in order to meet short-term business demand shall not exceed 12 hours per week and shall paid define by law.
8. **Remuneration** The organization shall paid at least define by law or equal to industry minimum standard and shall respect the right of personal to a living wage. The personal wage and benefits are detailed clearly and regularly to them for each pay period. The organization able to pay with cash or cheque

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9. and shall define by convenience of worker. Shall not make deductions from wages for disciplinary purposes. Moreover, The organization shall not use labour-only contracting arrangements, consecutive short-term contract to avoid meetings if obligations to personal under applicable laws and regulation pertaining to labour and social security.

Effective from June 1, 2019.



(Mr. Dariusz Jan Krezymon)

กรรมการผู้จัดการ