

บริษัท ทางยกระดับดอนเมืองจำกัด (มหาชน)  
Don Muang Tollway Public Company Limited

40/40 ถนนวิภาวดีรังสิต แขวงสนามบึง

เขตดอนเมือง กรุงเทพฯ 10210

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เลขทะเบียน บมจ. 0107537001129 ISO 9001, ISO 14001, ISO 45001 & ISO/IEC27001 CERTIFIED



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## Child Labour Policy

Referring to the Human Rights Policy of Don Muang Tollway Public Company Limited (the “Company”) and its subsidiaries dated February 21, 2023, the Company strictly rejects the employment of child labor or any illegal labor under all circumstances. This policy aims to protect the youth, the future of the nation, from entering the labor market prematurely or engaging in inappropriate employment. Furthermore, the Company strictly prohibits exploiting illegal child labor, which is considered more severe than other labor law violations.

For youth labor, the Company will only support and promote beneficial activities , such as internships, that align with their education and do not interfere with their studies. These activities include internships for students transitioning into the professional workforce, where theoretical and practical knowledge is applied in future labor markets, exclusively through colleges or universities.

The Company complies with the Labor Protection Act B.E. 2541 (1998), regarding the minimum age for employment and ensures compliance with fair labor practices. The Company will not employ or exploit workers under the age of 18 , nor any workers below 15 years old as prohibited by law. The Company complies with the International Labour Organization (ILO) standards and does not support child labor throughout its supply chain, including among its business partners, contractors, and suppliers. The Company also outlines measures and remedies as follows:

1. Establish a system for age verification before employment to prevent the hiring of underage workers below the legal age.
2. If it is found that business partners, suppliers, or contractors employ child labor, the Company will immediately suspend operations and remove the child from the production site to a safe area.

3. Contact the child's guardian and explain the Company's child labor policy.
4. Promote and support the child's education, at least to the mandatory level, and encourage further education to higher education or a bachelor's degree level by providing financial assistance under the Tollway Smart Way social initiative. This program, implemented through the "Path to Dream" Foundation, supports educational opportunities annually.

The Human Resources Department responsible for labor recruitment and employment must strictly adhere to the Company's policy.

Announced on December 24<sup>th</sup> 2024



(Dr.Sakda Panwai)

Manging Director