

**บริษัท ทางยกระดับดอนเมืองจำกัด (มหาชน)**  
**Don Muang Tollway Public Company Limited**

40/40 ถนนวิภาวดีรังสิต แขวงสนามบิน  
เขตดอนเมือง กรุงเทพฯ 10210  
โทร : (66) (02) 792-6500  
โทรสาร : (66) (02) 552-8065  
เลขทะเบียน บมจ. 0107537001129



40/40 ViphavadiRangsit Road,  
Sanambin, DonMuang, Bangkok 10210  
Tel. : (66) (02) 792-6500  
Fax. : (66) (02) 552-8065  
Plc Registration No. 0107537001129

ISO 9001, ISO 14001, ISO 45001 & ISO/IEC27001 CERTIFIED

**Policy on Labor Practice of Don Muang Tollway Public Company Limited**

Don Muang Tollway Public Company Limited (“the Company”) or DMT, along with its subsidiaries, operations responsibly, compliance with the law and implementation of the International Labor Organization’s Declaration on Fundamental Principles and Rights at Works. These principles serve as guidelines for Labor management practices and include active participation in managing potential human rights impacts throughout value chain of the Company and its subsidiaries.

**Scope**

This Labor Practices policy covers all operation of DMT, subsidiaries, including activities of employees and business partners.

**Practice Guidelines**

**1. Practice Guidelines on Use of Forced Labor**

The Company will not use or support the use of any form of forced labor, Furthermore, And will not demand or accept bond money, identification cards or any personal documents from employees when employees apply for work, or are hired to work, or as a condition for admission to work, unless exempt by law Furthermore, DMT will not use physical punishments or threats of violence or other forms of physical, sexual, psychological or verbal oppression as disciplinary or control measures.

**2. Practice Guidelines on Use Labor**

The Company will not hire or support the hiring of children under 15 years of age, and in case the hiring of children under 18 years of age. and in case of hiring children under 18 years of age

Furthermore, DMT will not order or support child labor to perform unhealthy work or be in an environment with potential danger for health, hygiene and safety.

### **3. Practice Guidelines on Use of Female Labor**

The Company will not allow female employees to perform work that is hazardous to health or bodies pursuant to the law. In addition, DMT will arrange for pregnant employees to work or be in environments that are not hazardous for health and are safe for pregnancy. Moreover, DMT will not dismiss, demote or reduce the privileges of female employees due to pregnancy.

### **4. Practice Guidelines on Use of Legal Migrant Workers**

The Company engages in ethical and responsible business practices, particularly in the hiring of migrant workers by DMT and business partners pursuant to the law in terms of employment contracts, migrant workers, work permits, wages and safe working conditions to improve the competitive capacity of business partners, fostering sustainable growth together.

### **5. Practice Guidelines on Segregation or Discrimination**

The Company has zero tolerance policy against discrimination or support discrimination in hiring, payment of wages and returns for work, benefits, training and development opportunities, consideration for promotion or positions and duties, termination of employment or retirement. Furthermore, DMT will not interfere, obstruct, or perform any actions that would affect the activities rights or work methods of employees for reason involving differences in citizenship, religion, language, age, gender marital status, personal attitude about the issue of sexual orientation, disability, membership in labor unions, status as an employee director, support for political parties or other personal concepts.

### **6. Practice Guidelines in the Area of Freedom of Association and Collective Negotiation**

The Company will respect the rights of employees and offer freedom to participate or not participate in associations, unions and federations, or the form groups for negotiations. Furthermore, DMT will not obstruct the operations of labor unions or labor federations or obstruct the exercising of employees rights as a labor union member. Furthermore, DMT will facilitate and treat that representative equally when compared to other employees.

## **7. Practice Guidelines for Work Environment and Workers' Quality of Life**

The company is determined to have all employees in DMT perform work meeting standards while supporting appropriate hiring conditions for employees in addition to providing safe work environments for employees to have good quality of life and be able to work without impact on physical and mental health. Moreover, DMT pays attention to high occupational health and safety standards with dedication to the prevention of work-related accidents, injuries and symptoms of illness under protection and fair treatment based on social norms and pursuant to articles of labor laws on labor protection, labor benefits, labor relations, occupational safety and work environment along with associated regulations with regular reviews, improvements and appropriate modifications.

## **8. Practice Guidelines for Responsibilities in Providing Care for Workers Related to Sexual and Non-Sexual Threats and /or Harassment**

The Company prohibits all forms of harassment, including sexual and non-sexual harassments. DMT supports working conditions that respect one another and has measures to prevent DMT employees from being sexually and non-sexually threatened and harassed through verbal expressions, gestures, physical contact or by other methods including violence against women. If hired workers are sexually or non-sexually threatened and/or harassed, DMT will consider strict disciplinary actions against persons who violated the Company's work regulations.

## **9. Practice Guidelines for Human Trafficking**

The Company has high engagement in ethical and responsible business practices by prohibiting all related activities regarding human trafficking. The workers are hired on their own wills, not being threatened, kidnapped, forced by all kinds of means, DMT supports good working conditions from hire to retire to all employees as complied by law or beyond to ensure they are well-taken care of.

## **10. Practice Guidelines for Remuneration**

The Company will pay wages and returns for work or overtime wage to employees at an amount no less than legal requirements and DMT will allow employees to learn information on wages and all wages for work in each installment in writing in order to be able to understand all information and components including compensation and benefits due to employees under the law.

## 11. Practice Guidelines on Working Hours

The Company will not have employees work for longer than prescribed by the law, including overtime work and holiday work by having clear specifications on normal working hours, starting and ending time of employees work without exceeding working hours for each type of working specified by the law. In addition, DMT requires breaks during work and lunch breaks along with leave rights, other benefits for employees pursuant to the law.

## 12. Practice Guidelines on Termination of Employment and Compensation Payments

The Company complies with the Labor Protection Act, B.E.2541 (A.D. 1998), which prescribes the duties of the employer and employee rights in cases involving termination of employment based on principles under the International Labor Organization conventions as follows:

- The company will not terminate employment of employees without appropriate cause related to employees competence or behaviors.
- Employees will be given notice before termination of employment or proper compensation pursuant to labor laws unless employees committed severe crimes.

## 13. Practice Guidelines for Business Partners and Contractors in the Supply Chain

The Company supports compliance with principles on human rights with business partners including trading partners and contractors covering no involvement with violations and potential effects on human rights. In order for the business operations of all trading partners and contractors to be based on respect for human rights, trading partners and contractors must strictly comply with DMT policies and practice guidelines in the area of human rights. DMT has the following practice guidelines:

- Operate business based on accuracy, honesty, transparency and ethics.
- Strict compliance with the law and international standards in the area a labor rights including protections for non-forced labor and specification of fair working hours and wages.
- Respect for individual equality and avoidance of discrimination and any actions in hiring to create inequality in the areas of age, ethnicity, nationality, religion, disability, gender and sexual preference.
- Membership in labor unions and political interests.

- DMT supports good hiring conditions for employees including maintenance of safe work environments and
- Compliance with the law and associated rules and regulations in the area of the environment to enable business operations of all trading partners and contractors to be able to control and prevent environmental effects caused by business operations

The company will conduct ongoing audits of its business partners and contractors to evaluate potential human rights impacts. This assessment will employ various methods, including supplier risk assessment forms, unannounced site visits/audits.

Announced on this 24<sup>th</sup> Day of December 2024



Dr.Sakda Panwai

Managing Director