

Human Rights Policy

Seafco Public Co., Ltd. recognizes and gives importance to promoting and maintaining human rights both inside and outside the company in line with ethics and good corporate governance; the company protects human right by specifying human right policy and practices according to UN Guiding principles on Business and Human Rights: UNGP, in order to align with the sustainable development policy and ensure that the company's business operation is free from violation against human right.

Definition

Human right means human dignity, fundamental right and freedom inherent in each person and equality without discrimination on the grounds of race, religion, gender, skin color, language, ethnicity or any other status according to the laws of each country (Source: National Human Right Commission)

Guidelines for practice

The company promotes friendly and safe environment for every employee. The important thing is to give importance to safety and health of employees in the work place. the company specifies the following important principles of practice:

1. The company shall comply with the laws, including human right principles, equally and fairly treating individuals, giving employees the right to be extrovert in expressing themselves and respecting each other, having appropriate measures, not discriminating, not violating basic right, respecting differences in race, religion, place of origin, belief, gender, skin color, language, ethnicity, social status or any other status.
2. The company gives assistance and career development, by supporting development of employees' skills and knowledge and ability through training and practice in the work line.
3. The company has responsibility to society, support the projects and activities promoting responsibility to the society, supporting local communities, education projects, or other projects which create benefit to society and environment.
4. The company will not use child labor having age that does not meet the criteria specified by law or does not use forced labor within the organization or supply chain of the company.
5. The company has public relations and communication to disclose the information regarding policy and efficiency of the organization for human right to help create transparency and enhance trust from public and social groups.
6. The company gives importance to responsibility for environment, by reducing waste volume, using effective energy and supporting using of materials which promote sustainability.
7. The company specifies measures to prevent violence and discrimination, specifying the methods to prevent sexual harassment event in the work place.
8. The company has surveillance and care for respecting human right, does not neglect, or ignore when it sees any action which violates human right that related with the organization; employees shall report to superior or inform superior through the specified channels.
9. The company shall arrange review of the human right policy consistently.