

Human Rights Due Diligence Annual Reporting 2024

Company :	Noble Mind Co.,Ltd
Date :	25 January 2025
Reporting Period :	1 January 2024 - 31 December 2024
Reported by :	Pornprom Veteeburana

The Company has conducted a human rights status check. It is a risk management process that is carried out. The purpose of the project is to identify, prevent, mitigate and consider how the Company handles human rights impacts throughout its business activities. It is hoped that business organizations should conduct business responsibly based on the principles of human rights in preventing and reducing losses. The impact on actual and potential human rights violations is assessed and the impact is closely monitored, as well as communicated to the public to ensure that those affected are cared for and treated with care.

Human Rights Due Diligence Process

The Company has set the scope of the Company's human rights risk assessment at the corporate level that covers the Company's supply chain, including employees, business partners, suppliers, contractors, customers, as well as the community and society. In 2023, the Human Rights Impact Assessment of Employees was conducted. The community and society have been completed.

In addition, the Company has announced a human rights policy that comprehensively respects human rights principles and international labor standards. There is a scope of human rights policy which includes the Company's expectations. to the observance of human rights.

Not only in the company's operations, but also in its business partners.

1. **Announcement of the Company's policies and principles on respect for human rights**
The Company is committed to respecting the human rights of all stakeholders by implementing the principles of human rights and international labor standards, as well as the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. The Company must disclose the risks that occur to individuals and pay attention to human rights issues. When business decisions are made, which includes combating human trafficking. Forced labor Child labor is prohibited from discrimination and all forms of sexual harassment or harassment. Freedom of association, right to collective bargaining. Equal remuneration and other human rights

In addition, the Company has required business partners to respond to the Self-Assessment Form, KYC and Human Rights Self-Assessment. It is important to include the topic of human rights so that business partners are aware of human rights issues.

Human Rights Policy For more information, please visit the company's website.

<http://www.noblemindsilver.com/images/policy/1.นโยบายด้านสิทธิมนุษยชนpdf>

2. **Determine the scope of the assessment.**

The Company has set the scope of the Company's organization-level human rights risk assessment covering the Company's supply chain, including employees, business partners, suppliers, contractors, customers, as well as the community and society. In addition, the Company has guidelines for assessing human rights impacts both within the Company and the Company's supply chain, and in 2023, the Company has already carried out a human rights



impact assessment of employees, communities, and society, and also aims to complete the assessment of the entire Company's supply chain. future

3. Integration of policies and assessments, including internal and external control mechanisms.

3.1 Scope and Assessment of Human Rights Risks.

Employee Rights	Community and Environmental Rights	Partner and Contractor Rights	Customer Rights
1. Working Environment 2. Occupational Health and Safety for Employees 3. Non-discrimination 4. Freedom of association and participation in negotiations. 5. Child labor and forced labor	1. Discharge of wastewater into public pipes; 2. Occupational Health and Community Safety 3. Waste and Hazardous Materials Management	1. Working Environment 2. Occupational Health and Safety of Employees 3. Supplier Code of Conduct 4. Supplier Confidentiality	1. Health and safety of customers 2. Maintaining the Personalization of Customer Data 3. Non-discrimination against customers

Employee Rights

- The working environment is the creation of a physical environment to ensure safety at work, such as the office, sound, lighting, etc. The working atmosphere, working hours, and other environmental characteristics such as equipment and tools that help promote the effective work of employees.
- Occupational Health and Safety of Employees is the operation of occupational health and safety in the Company, the location of the operation, and the plan to provide assistance. Create awareness and access to occupational health and safety operations across all employees.
- Non-discrimination is the equal treatment of all employees, including equal and equal remuneration. It is not based on ethnicity, gender, religion, region, educational institution, political opinion, or any other basis for discrimination.
- Freedom of association and participation in bargaining means that employees have the right to participate in negotiations on fair work interests and freedom of association.
- Child labor and forced labor means that the company will not take action on forced labor or child labor, including human trafficking.

Community and Environmental Rights

- Occupational health and community safety is the Company's operation to be cautious of operations that cause negative impacts on occupational health and community safety, such as accidents arising from the Company's operations. Creating various pollutants to the community.
- Discharge of wastewater into public pipes means that the Company's operations must not affect the environment and nearby communities
- Waste and hazardous materials management is the Company's waste and hazardous material management operations that are carried out or disposed of in a proper manner and do not affect the environment and nearby communities, such as wastewater treatment or chemical management, etc.

Partner and Contractor Rights

- The working environment is the creation of a physical environment to ensure safety at work, such as the office, sound, lighting, etc. The working atmosphere, working hours, and other environmental characteristics such as equipment and tools that help promote the effective work of employees.
- Occupational Health and Safety of Employees is the operation of occupational health and safety in the Company, the location of the operation, and the plan to provide assistance. Create awareness and access to occupational health and safety operations across all employees.
- The Code of Conduct of Suppliers is that the Company's operations must comply with the Code of Good Conduct. Fair and transparent trade practices It is based on receiving fair returns for both parties.
- Confidentiality of Suppliers means that the Company will not infringe on the confidential information of Partners, such as copyright information, patents, etc.

Customer Rights

- Customer health and safety is the selection of the Company's products and services that meet fair price standards and take into account the health and safety of customers during the use of services. Data Privacy
- Non-discrimination against customers is to have a management approach. Prevention of non-discrimination against customers.

3.2 Impact Assessment Process

The Priority of Human Rights Issues Based on the level of severity and the likelihood of human rights issues. The criteria are as follows:

Risk Assessment Criteria : Opportunities

Very high (4)	Incidents occur within the operational area several times a year.
Moderate (3)	Incidents occur in the area of operations from time to time.
little (2)	Incidents occur in the area of operation very rarely, but it is possible that they will occur.
Very little (1)	Incidents that have never occurred in the area of operation or are unlikely to occur.

Risk Assessment Criteria : Impact

The level of impact that will occur	Characteristics of the effects that will occur	Ability to remedy the effects
High (4)	<ul style="list-style-type: none"> - It has a severe impact on health and safety that causes death and disability. - Harmful to the environment / Severe damage to living organisms 	Unable to mitigate the impact
Moderate (3)	<ul style="list-style-type: none"> - It has a moderate impact on health and safety. This causes injuries that require rehabilitation, loss of 1-3 days of working time. - Quite harmful to the environment / damage to living organisms. 	1-3 years to mitigate the impact
Little (2)	<ul style="list-style-type: none"> - It has low health and safety impacts. Causing minor injury or illness. without losing working time. - Less chance of harm to the environment or to living beings. 	1 year In mitigating the impact.
Very little (1)	<ul style="list-style-type: none"> - The effects that do not affect health and safety can be mitigated with basic first aid. - There is no chance of harm to the environment / damage to living organisms. 	Less than 1 year to mitigate the impact

Human Rights Risk Management Guidelines

Risk Level	Meaning
Extreme	The Company must immediately stop carrying out activities related to risks. Ready to take immediate action to reduce the impact and remediate according to the measures that have been put in place to mitigate the impact.
High	The Company must take immediate measures to reduce the risk level to reduce the risk level to an acceptable level.
Medium	The Company must manage to find measures to reduce the risk level in order to reduce the risk level to an acceptable level.
Low	The Company implements the Company's existing control and mitigation measures and monitors the risk situation.

Human Rights Risk Assessment Table

Impact Level	4				
	3				
	2				
	1				
		1	2	3	4
	Likelihood				

3.3 Managing and Mitigating Impacts

After the impact risk assessment, the Company will take additional measures to manage the impact, especially those with medium, high and very high noise levels, with a focus on mitigating and minimizing negative impacts and enhancing the potential positive impacts. The measures developed will be applied to projects or activities that have a moderate, high, and very high human rights impact assessment. Once the company has implemented the measures, it will monitor and review the action plan for maximum efficiency. After the implementation of the human rights impact assessment steps, the impact should be re-assessed to identify the remaining impacts.

4. Monitoring and reporting on performance

- Tracking Human Rights Risk and Impact Assessment This is a process that must be continuously reviewed because human rights risks related to the Company's business operations may change when activities and stakeholder groups change.
- Report on the results of the operation. The Company considers preparing a risk and human rights impact assessment report to be submitted to the management for acknowledgement of the situation and future action plan. In the form of a human rights risk register.

5. Remedies

The Company is aware that its business activities may contribute to or be linked to the violation of the human rights of relevant stakeholders. Therefore, the Company is committed and strives to reduce such risks and potential violations in order to comply with the Human Rights and Fair Employment Policy. Human rights violations in the Company's activities, including the establishment of mitigation measures, with the aim of correcting and reducing the possibility of human rights violations that may arise from the Company's business activities.

If there is a case of human rights violation. The Company has a fair investigation process and will consider the penalties as prescribed, which is considered to be an act of unethical conduct and work regulations.

6. Performance Monitoring and Reporting

The Company conducts audits and monitors human rights performance, and continuously communicates and educates employees on human rights issues. To prevent problems that are at risk of negative impacts through the Company's activities and business relationships on a regular basis.

The 2024 performance is as follows:

1. The Company's business operations and activities have been assessed 100% for human rights risks and impacts.
2. The Company's business operations and activities that are identified as having high human rights risks. There are measures to reduce the impact and a corrective process.
3. In 2024, there were no cases or cases of human rights violations, covering the fight against human trafficking. Forced labor child labour Discrimination and all forms of sexual harassment or harassment Freedom of association, the right to collective bargaining, equality of remuneration, and other human rights have occurred.

In addition, the company The Department of Ethics has opened channels for whistleblowing or complaints in the field of human rights and issues that violate the Code of Conduct from both employees and other stakeholders, and has a mechanism to protect employees and whistleblowers. To consider the investigation and proceed according to the regulations and report the results back to the informant.

By receiving complaints and whistleblowing. as follows

1. Internal Communication Channels : Report information through the complaint box.
2. External Communication Channels : Inform information through communication channels.

Noble Mind Co., Ltd.

8 Soi Ekachai 76/1, Ekachai Road, Klong Bang Phran, Bang Bon, Bangkok 10150

Telephone : 02-4164646

Fax : 02-4163324

Email : info@noblemind-nm.com

Human Rights Risk Assessment Table

Impact Level	4				
	3			(A),(G)	
	2	(C),(D),(E),(F), (H), (I),(J),(M), (N),(O),(P)	(B),(K)		
	1			(L)	
		1	2	3	4

Likelihood

Prevention and Mitigation Measures for Human Rights Risks

Employee Rights

Risk Issues	Actions to Prevent and Mitigate Human Rights Impacts
1. Working Environment 2. Occupational Health and Safety of Employees 3. Non-discrimination 4. Freedom of association and participation in bargaining 5. Child and forced labor 6. Employee Data Privacy	<ul style="list-style-type: none"> • Comply with human rights policies and the Labor Protection Act. • Comply with occupational safety and health policies and working environment. • There was a meeting of the Committee on Safety, Health and Working Environment. • Arrange annual health checks for employees according to risk factors. • Arrange for an annual inspection of the working environment. • There was a meeting of the Welfare Committee in the workplace to listen to opinions and introduce guidelines for providing benefits to employees. • Comply with the Personal Data Protection Policy

Community and Environmental Rights

Risk Issues	Actions to Prevent and Mitigate Human Rights Impacts
1. Occupational Health and Community Safety 2. Wastewater leakage in communal areas 3. Waste and Hazardous Materials Management	<ul style="list-style-type: none"> • Environmental risk studies and assessments are conducted. • There is a sewage treatment system before discharge. • Prepare a manual and rehearse the emergency plan. • The working environment is measured annually.

Partner and Contractor Rights

Risk Issues	Actions to Prevent and Mitigate Human Rights Impacts
1. Working Environment 2. Occupational Health and Safety of Employees 3. Supplier Code of Conduct 4. Supplier confidentiality	<ul style="list-style-type: none"> • The selection criteria for suppliers and contractors have been determined. • Follow the procedures for procurement. • Arrange training for suppliers and contractors before entering the factory area to work safely. • Determine employment conditions for suppliers and contractors to comply with the Company's regulations or regulations, including opening a Work Permit. • Arrange for audits of suppliers and contractors in licensing and health in case of risky work. • Comply with the Personal Data Protection Policy

Customer Rights

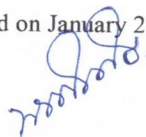
Risk Issues	Actions to Prevent and Mitigate Human Rights Impacts
1. Non-discrimination against customers 2. Customer Health and Safety 3. Maintaining customer privacy	<ul style="list-style-type: none"> • Comply with the Business Responsibility Policy • There is a process for receiving complaints in all channels that is transparent and easily accessible. • Provide training for employees to treat all customers with equality. To ensure that there is no discrimination. • Comply with the Personal Data Protection Policy

Comprehensive implementation of the human rights review process

The Company has not had any human rights violations in the past year.



Reported on January 25, 2025



(Mr. Pornprom Veteeburana)

General Manager