

## **Sexual Harassment and Sexual Misconduct Prevention Policy**

Siamgas and Petrochemicals Public Company Limited and its subsidiaries (the "Company") are committed to conducting business responsibly, transparently, and ethically, with due respect for human rights and strict compliance with labor laws and other applicable laws, including the Act Amending the Penal Code (No. 30) B.E. 2568 (2025), which introduces the offense of "sexual harassment."

The Company recognizes that human resources are a key driver of success and is therefore committed to creating a working environment in which employees can enjoy well-being, safety, and protection from human rights violations. The Company ensures that all employees are treated with respect for human dignity and are free from harassment or misconduct in any form. Accordingly, the Company has established this policy as a guideline for the prevention of and response to sexual harassment and sexual misconduct, with the objective of fostering a positive and safe workplace atmosphere where employees can perform to their fullest potential.

### **1. Definition**

**"Harassment" and "Sexual Harassment"** refer to any act or behavior that is aggressive, intimidating, threatening, harassing, or sexually inappropriate, which is unwelcome by the recipient, regardless of whether the perpetrator has intent. Such conduct may adversely affect a person's physical or mental well-being or create a hostile, intimidating, or inappropriate work environment. This includes bullying, insults or actions that demean human dignity, or any behavior that causes others to feel inferior, embarrassed, fearful, or unsafe. These acts may be classified into two main categories as follows:

**1) Hostile Environment Sexual Harassment** refers to conduct that causes distress or annoyance, or creates an undesirable work atmosphere, making the affected person feel uncomfortable, embarrassed, intimidated, or unsafe. Such conduct includes, but is not limited to, the following behaviors:

- **Verbal conduct:** Comments on physical appearance, teasing, telling obscene jokes, making suggestive or double-entendre remarks, insulting or demeaning gender identity, or asking questions about sexual experiences.
- **Gestures and visual conduct:** Sexually suggestive staring at the body (e.g., staring at the chest or under clothing), blowing kisses, whistling, licking lips, or making hand signals or gestures with sexual connotations.

- **Physical conduct:** Unwanted physical contact, touching, fondling, hugging, pulling someone onto one's lap, or attempting to get excessively close beyond what is necessary, causing discomfort, or taking sexual advantage.
- **Environmental / media-related conduct:** Actions carried out through computer systems, telecommunications devices, or social media platforms (e.g., Line, Facebook, Email), including sending messages, images, videos, or symbols with sexual content, as well as stalking or harassing behavior through online channels.

**2) Quid Pro Quo Sexual Harassment** refers to the abuse of authority or power to seek sexual favors, commonly occurring between a person in a position of power and a person in a subordinate position. This category includes:

- **Positive reinforcement:** Promising benefits or rewards in exchange for compliance with sexual demands, such as promotion, salary increases, contract renewal, scholarships, or favorable performance evaluations.
- **Negative reinforcement:** Threatening adverse consequences if sexual demands are refused, such as termination of employment, workplace bullying, or obstruction of career advancement.

## **2. Scope**

This policy applies to all executives and employees of Siamgas and Petrochemicals Public Company Limited and its subsidiaries ("the Company") to ensure that the Company adheres to the principles of respect for human rights and places importance on compliance with applicable laws, as well as on the prevention of harassment and sexual harassment.

## **3. Guidelines for the Prevention and Resolution of Harassment and Sexual Harassment**

To achieve the objectives of this policy, the Company has established the following guidelines:

- **Role of Supervisors:** Supervisors at all levels must act as good role models and have a direct responsibility to maintain a work environment free from harassment.
- **Respect and Awareness:** All employees must show respect to colleagues, supervisors, and subordinates. Employees must not engage in or tolerate behavior that constitutes or implies sexual harassment and must uphold their own human dignity, emphasizing career advancement based on work performance rather than improper means.

- **Monitoring and Reporting:** All employees are encouraged to remain vigilant and not ignore incidents affecting colleagues. Employees should provide advice and assistance where appropriate and promptly report any conduct that may constitute harassment to supervisors or relevant departments.
- **Work Environment:** Promote a safe and friendly work environment. Employees must respect one another and refrain from any actions that undermine human dignity or cause embarrassment to others.

#### **4. Procedures for Handling Incidents and Complaint Process**

If an employee, stakeholder, or witness encounters or observes conduct that may constitute harassment or sexual harassment, the following steps shall be taken:

##### **Step 1: Expression of Objection and Immediate Response**

- The affected person should immediately express discomfort or refusal of such conduct and distance themselves from the situation.
- Where possible, the incident should be documented (e.g., photographs, audio recordings, or written notes) to serve as evidence.

##### **Step 2: Whistleblowing and Complaint Submission**

- Complaints may be submitted to a supervisor, the Human Resources Department, or through the Company's suggestion / complaint box.

##### **Step 3: Investigation and Remedial Measures**

- **Investigation:** The Company shall appoint an independent committee or responsible persons to conduct a transparent, fair, and prompt investigation of the facts.
- **Remediation:** If a violation is confirmed, the Company shall provide appropriate remedies to affected persons, such as psychological support or restoration of benefits, as deemed appropriate.

#### **5. Protection of Complainants**

The Company places the highest priority on protecting whistleblowers and complainants. All complaint information shall be kept confidential, and no retaliation, harassment, or punitive action shall be taken against any person who reports concerns in good faith, in order to ensure confidence and safety in the reporting process.

## 6. Disciplinary Actions

If the investigation results indicate that any executive or employee has violated this Policy, whether through harassment or sexual harassment, the following actions shall be taken:

- **Disciplinary Actions:** The offender shall be subject to disciplinary measures in accordance with the Company's work rules and regulations. The penalties may be up to and including termination of employment without severance pay, particularly in cases of sexual harassment that cause serious damage or impact.
- **Legal Actions:** Sexual harassment constitutes a criminal offense under the Criminal Code Amendment Act (No. 30) B.E. 2568 (2025). The law prescribes penalties based on the nature of the offense, as follows:
  - 1) **General sexual harassment:** Any person who commits sexual harassment against another person shall be liable to imprisonment for a term not exceeding 1 year, or a fine not exceeding THB 20,000, or both.
  - 2) **Repeated or continuous acts:** If the act is committed repeatedly or continuously to the extent that it causes the victim to be unable to carry out normal daily life, the offender shall be liable to imprisonment for a term not exceeding 2 years, or a fine not exceeding THB 40,000, or both.
  - 3) **Acts committed in public or via online media:** If the act is committed in public or through computer systems accessible to the general public (e.g., public shaming posts or dissemination of obscene images), the offender shall be liable to imprisonment for a term not exceeding 3 years, or a fine not exceeding THB 60,000, or both.
  - 4) **Penalties for supervisors or persons in authority:** If the offender is a supervisor or a person in a position of authority who commits such acts against a subordinate by exploiting the employment relationship, the offender shall be liable to imprisonment for a term not exceeding 3 years, or a fine not exceeding THB 60,000, or both.

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