



THAILINK 2012 INTERNATIONAL CO., LTD.

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Policy No. 005/2025

Policy for receiving employee complaints

To enhance the quality of life and employee engagement with the company based on fair treatment and mutual respect, the company has established a policy to have a process for receiving complaints from employees in cases where employees are treated unfairly, threatened, sexually harassed, or treated in a way that does not comply with employment and labor management policies, or encounter any behavior that may lead to inappropriate, unethical, or illegal actions, financial misconduct, or fraud.

To ensure that complainants will be assured that their complaints will be dealt with seriously, the complainant's identity will be kept strictly confidential and the complainant will not fear any retaliation or unfair action. And to encourage employees to be able to file complaints or report their concerns, Thailink 2012 International Co., Ltd. has established the following guidelines:

1. Establish procedures and channels for employee complaints.
2. Establish a process for considering complaints that is fair and transparent to all parties involved.
3. Protect the rights of complainants and informants who act in good faith.
4. Confidentiality of data

This Policy is effective from April 1st, 2025.

(Ms. Lara Kristianna Colombres)

Managing Director