



บริษัท เอเชียन มารีน เซอร์วิส จำกัด (มหาชน)

ASIAN MARINE SERVICES PUBLIC COMPANY LIMITED

Announcement No. EXC-A67059

Subject: Measures and Remediation Guidelines for Human Rights Impacts

Asian Marine Services Public Company Limited recognizes the importance of conducting business with respect for human rights principles, adhering to international human rights guidelines and standards. These include the United Nations Universal Declaration of Human Rights (UNDHR) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. This commitment ensures that the Company's business operations are free from human rights violations throughout its value chain and among its business partners, in accordance with international legal principles. Additionally, the Company supports the implementation of comprehensive human rights due diligence

Therefore, the Company has established mechanisms and operational procedures for handling human rights complaints, including a process for providing appropriate remedies, as detailed below.

1. Actions taken following notification of human rights violations

1.1 When a violation is reported, the Company will immediately appoint an investigation committee to screen and investigate the facts.

1.2 If the investigation reveals information or evidence providing reasonable grounds to believe that the accused has committed a violation, the Company will grant the accused the right to be informed of the allegations and the right to prove their innocence by providing additional information or evidence demonstrating that they were not involved in the alleged acts.

1.3 If it is proven that the respondent has indeed committed a violation, that violation will be considered a breach of the Human Rights Policies and will be subject to disciplinary action as outlined in the Company's regulations. If the act is illegal, the offender may also face legal penalties.

2. Measures to Protect Whistleblowers Reporting Human Rights Violations

Whistleblowers reporting human rights violations will have their privacy protected and may choose to remain anonymous by withholding their name and personal data to ensure their confidence and a sense of safety for the informant. The Company may implement special protection measures if there is a foreseeable risk of hardship or insecurity.

3. Human Rights Remedial Measures

Affected parties will receive appropriate and fair relief or compensation from the Company if a violation is legally proven and the Company is required to provide physical, civil, or psychological

remediation. The Company will act promptly, including implementing preventative measures to avoid recurrence, to ensure the smooth and sustainable operation of human rights initiatives.

4. Channels for Reporting Human Rights Violations

Asian Marine Services Public Company Limited, 128 Moo 3, Laem Fha Pha, Phra Samut
Chedi District, Samut Prakan 10290, Telephone: 02 8152060, Website. www.asimar.com

Announced on December 23, 2024

-Signature -

(Mr. Suradej Tanpaibul)

Chief Executive Officer