

## Policy No. 10/2024

### Governing Employee Responsibility Policy on Harassment and Violation

Ennovie Co., Ltd. is committed to taking care of its employees in all aspects, including non-violence and all forms of harassment in the workplace. Employees are not harassed or subjected to violence against themselves, family or colleagues. The parties shall have a clear grievance and investigation process. It is confidential and impartial, and this procedure is communicated to all employees. Employees are free to file grievances with impunity or retaliation using the complaint box and the employee's grievances are recorded.

This Policy shall be effective from January 31<sup>th</sup>, 2024 onwards

  
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(Ms.Saichol Puengyaem)

Director of the Company