

Policy No. 15/2024

Human Resources and Organizational Management Policy

Ennovie Company Limited, hereinafter referred to as “Ennovie”, operates its business in strict adherence to ethical principles and a strong sense of corporate responsibility. Our core focus is on upholding both human rights and environmental standards. As a result, we have established policies that align with international human rights guidelines and standards, including compliance with Thailand's labor laws and meeting customer requirements. Our commitment extends to enhancing the well-being of our employees based on the fundamental principles of human rights, which is reflected in our comprehensive Human Resources and Organizational Management Policy.

Child Labor: Contract Party must prevent employment of Children in accordance with all applicable national laws, and United Nations (UN) and International Labor Organization (ILO) Conventions and Recommendations. Contract Party recognizes the right of children to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the Child’s education, or to be harmful to the Child’s health or physical, mental, spiritual, moral or social development.

For the purpose of this Code of Conduct, a “Child” means every human being below the age of fifteen (15), unless local minimum age requirements stipulate a higher age for work or mandatory schooling, in which case the higher age would apply ; However, at Ennovie, we do not hire anyone under the age of eighteen (18) and strongly suggest our Contract Party to follow suit.

Contract Party shall have an effective mechanism for verifying age prior to recruitment and, where persons under the age of 18 years are employed, ensure fair payment for work, at least 12 hours nightly rest time and at least two (2) weekly rest days, and no overtime working.

Forced Labor: Contract Party recognizes that the use of forced or involuntary labour and the restriction of employees’ freedom of movement are not permitted. Employees must be treated with dignity and respect by the Contract Party,

and any corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harassment must not be used against them. As for grievance procedures and investigation processes, they must be clear and clearly explained to all Employees

This policy will come into effect on 31 January 2024.



(Miss. Saichol Puengyaem)

Director of the Company