	Women's Labour Rights Policy	
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Women's Labour Rights Policy


JMT Network Services Public Company Limited

JMT Network Services Public Company Limited firmly believes that women workers are a vital force driving the success of the organization. The Company is committed to promoting and protecting women's labour rights across all dimensions, including gender equality, career advancement opportunities, health and safety protection, and the creation of a respectful and dignified working environment for all women employees.

The Company is dedicated to conducting business in alignment with international human rights principles and globally recognized labour standards, as well as the guidelines of the **Global Reporting Initiative (GRI)**. These commitments aim to ensure fair employment practices, gender equality, and sustainable development for both the organization and society.

Scope of the Policy

This Policy applies to all directors, executives, and employees at every level of JMT Network Services Public Company Limited, as well as its affiliates, subsidiaries, and entities under the Company's supervision. The Policy ensures consistent application of principles relating to the promotion of women's labour rights, gender equality, and fair treatment across all employment and business operations.

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Definitions

Women Workers

Refers to all female employees at every level within the organization, including permanent, contract, and temporary employees, as well as interns working under the supervision of the Company.

Gender Equality

Refers to the fair and equal treatment of employees of all genders in employment, career development, promotion opportunities, and compensation, without discrimination on the basis of gender, age, or social status.

Discrimination


Refers to any act of segregation, exclusion, or unequal treatment arising from gender, physical condition, pregnancy, or any other factor that results in women workers being denied fair opportunities.

Protection of Pregnant Workers

Refers to measures to safeguard the health, safety, and employment rights of women during pregnancy and after childbirth.

Safe Working Environment

Refers to a work environment that ensures safety, hygiene, and well-being for all employees, preventing risks that may affect physical or mental health.

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Scope of the Women's Labour Rights Policy

The Company places great importance on continuously and concretely promoting women's labour rights to ensure that employees of all genders are treated equally, protected under fundamental rights, and provided with a safe working environment that supports the sustainable development of women's potential. Accordingly, the Company has established the following good practices.

Good Practices

1. Equality in Employment and Promotion Opportunities


- 1.1. The Company promotes gender equality throughout all stages of employment — including recruitment, selection, performance evaluation, promotion, and compensation — to ensure that women workers are given equal opportunities as their male counterparts.
- 1.2. Employment, career development, and compensation decisions are made based on integrity, merit, and performance, ensuring fairness and transparency in all decision-making processes.
- 1.3. The Company supports the career development of women workers through training, skill enhancement programs, and opportunities to participate in managerial positions, thereby fostering sustainable gender balance at the organizational level.

2. Protection of the Rights of Pregnant Workers

- 2.1. Provide a suitable and safe working environment that does not negatively affect the health of mothers or unborn children.
- 2.2. Grant maternity leave in accordance with legal requirements while maintaining fair benefits and welfare entitlements.
- 2.3. Support female employees in adapting to motherhood appropriately and ensure that they can return to work without discrimination or loss of career opportunities.

3. Creating a Safe and Non-Discriminatory Working Environment

- 3.1. The Company neither supports nor tolerates any form of harassment, abuse, or sexual violence, regardless of gender.
- 3.2. The Company provides safe and confidential complaint channels to ensure that all employees are protected and treated fairly.
- 3.3. The Company promotes a corporate culture of mutual respect, appreciation of diversity, and adherence to gender equality principles to foster a safe, fair, and respectful working environment for everyone.

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Policy Monitoring and Review

The Company shall continuously monitor and evaluate the implementation of the Women's Labour Rights Policy to ensure proper and tangible compliance with its established principles.

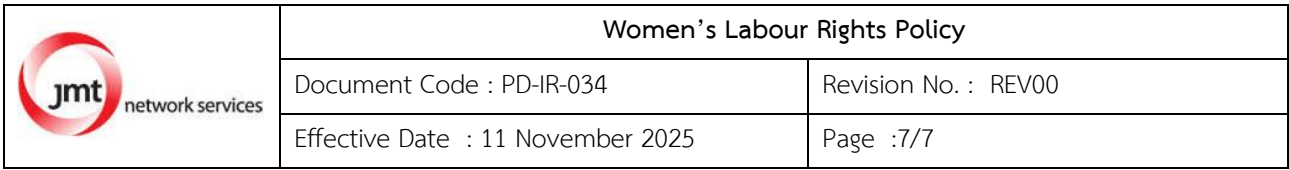
This Policy shall be reviewed and updated at least once a year, or whenever there are changes in relevant laws or circumstances that warrant revision to align with current working conditions. Such reviews are intended to ensure that the Company's Women's Labour Rights Policy remains appropriate, up to date, and consistent with international human rights and labor standards.

This policy shall take effect from 11 November 2025 onwards.



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Approved By
Mr.Adisak Sukumvitaya
Chairman of the Board



Revision History

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