



บริษัท เดอะ วัน เอ็นเตอร์ไพรส์ จำกัด (มหาชน)

The One Enterprise Public Company Limited

Human Rights Policy

Human Rights Policy

The Group places the highest importance on respecting and protecting human rights. We recognize the potential risks of human rights violations in all aspects of our business operations, including employment practices, treatment of employees and business partners, as well as the presentation of news and content. To address these concerns, we have established strict policies and guidelines, along with a comprehensive, effective, and adaptable risk management mechanism to respond swiftly to changing circumstances.

To ensure that our operations comply with international standards and relevant laws, our human rights policy aligns with the principles and spirit of the **Universal Declaration of Human Rights (UDHR)**. This policy covers all aspects of our operations as follows:

- 1. Fair and Equal Employment**

The company is committed to fair employment practices, ensuring non-discrimination based on gender, age, race, religion, or disability. We provide fair and competitive compensation and benefits, with mechanisms for employees to provide input on their welfare. Additionally, we strictly prohibit child labor, forced labor, and illegal labor practices.

- 2. Employee Development**

We value the growth and self-development of all employees by assigning tasks that match their abilities and interests. We also offer training programs to enhance their skills and career progression.

- 3. Safe and Healthy Work Environment**

The company ensures a safe, healthy, and development-friendly work environment. We prioritize the health, safety, and well-being of all employees and implement preventive measures to address potential issues promptly.

- 4. Personal Data Protection**

We are committed to protecting the personal data of employees, business partners, and customers. The company strictly complies with relevant laws and regulations and enforces stringent data security measures.

- 5. Responsible News Reporting**

As a media organization, we acknowledge our responsibility to present accurate, impartial, and human rights-respecting content. We emphasize fact-checking and avoid disseminating information that could cause harm or misinterpretation.

- 6. Communication and Awareness**

We consistently communicate our human rights policy to employees and provide education on human rights, ethics, and relevant laws to ensure compliance and proper implementation.

- 7. Grievance Mechanism**

The company has established a structured grievance mechanism to protect whistleblowers and allow employees and stakeholders to report human rights violations conveniently and safely.

This **Human Rights Policy** shall take effect on **February 21, 2025**, in accordance with the resolution of the Board of Directors' Meeting No. 1/2025, held on **February 21, 2025**.

Issued on February 21, 2025