Berli Jucker Public Company Limited
บริษัท เบอร์ลี่ ยุคเกอร์ จำกัด (มหาชน)

Employee Treatment and Living Wage Policy

Reference number: SRMD 08/ 2021	
Review date	**: 26 September 2025**
Approval date	**: 26 September 2025**
(Executive Board Meeting no.03/2025)	
Effective date	**: 26 September 2025**
Supersede date	**: 23 March 2022**

This policy provides a framework for employee treatment and living wage of Berli Jucker Public Company Limited and the group company (hereinafter referred to as "BJC Group") with reference to the Code of Conduct, which focusses on the well-being and satisfaction of the employees. BJC Group recognizes that when the company provides appropriate compensation and welfare for the employees to meet their basic needs such as food, housing other essential needs for quality of life and well-being, and the company maintains a safe and happy working environment, it will result in better performance of the employees

Furthermore, it can attract more talents to join BJC Group as well as reducing the turnover rate. Therefore, BJC Group has initiated this policy as guidelines for employee living wage consideration.

Policy Scope

This policy applies to the business operations of Berli Jucker Public Company Limited and its subsidiaries, including the partners, contractors, suppliers and franchises.

Guidelines

1. BJC Group provides fair and appropriate compensation and welfare for employees, which the minimum wages of employees must not be lower than the rate required by law. The rates are determined by positions, duties, knowledge and experience of the employees, comparing to the market rates in similar industries. In addition, the living wage is calculated from the employees' cost of living is assessed to ensure the employees are sufficient live and take care of their families, and calculated by measurable and internationally accepted method. The relevant legal requirements are also taken into consideration to confirm fairness and satisfaction for the employees.
2. BJC Group ensures employees and their families the minimum threshold of pay required to cover basic needs, enabling them to live and take care of their families properly. BJC Groups seeks to push the wage levels of all employees not lower than the living wage. The living wage calculation must have reliable and internationally recognized living wage methodology and source of information.
3. BJC Group conducts an annual assessment of the suitability of living wages.

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4. BJC Group encourages partners, suppliers, contractors and franchisees to assess and determine the wage levels of their employees that are appropriate for various factors, covering the basic needs of the employees and their families, and in alignment with living wage methodology. The wage levels are to be adjusted in accordance with the current situation in a reasonable time period.
5. Maintaining a safe working environment for employees, as well as providing appropriate happy working environment.
6. BJC Group establishes the maximum daily and weekly working hours in accordance with labor law requirements.
7. BJC Group pays wages to employees during their annual leave period as required by labor law.
8. In cases where mass termination of employees is necessary, BJC Group provides at least the minimum notice period required by labor law and ensures transparent and fair communication with affected employees.
9. Designating and relocating of employees, including rewards and penalties shall be done in good faith and based on the knowledge, competency and suitability of the employees.
10. Supporting and promoting on the development of knowledge, capabilities and skills of employees by providing opportunities thoroughly and consistently.