



บริษัท พี ที เค แฟชั่น แพคเกจ ดีไซน์ จำกัด

P T K FASHION PACKAGE DESIGN CO., LTD.

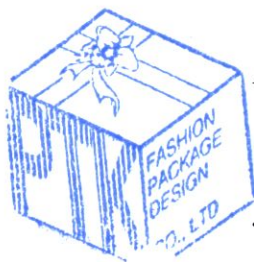
80/63 MOO 5, TEPARAK RD., BANGMUANGMAI, MUANG, SAMUTPRAKARN 10270, THAILAND

PTK Fashion Package Design Co., Ltd. HIV Policy

Our company have the policies for socially responsible in according to the human rights standards in terms of health, safety, and safe working environment for preventing accidents or any harmful ways for employee's health. Especially all matters which involving HIV disease, we declare our polices as follows :

1. Our company will not force any employee/job applicant to show or have their blood test results for HIV.
2. Our company will treat every employee equally in terms of every benefits, recruitments, salary, seminars, jobs assigned, works progress based on each person's standard abilities. Regardless of being HIV infected or not.
3. Our company will give the rights for HIV infected employees to work in our company as long as the employees can perform their working abilities according to our work standards with the guarantee from the doctor that their works won't have negative effects on his/her own health and no negative effects on other employees health or our customers.
4. Our company will give the rights for HIV infected employees to change their positions to suitable working positions according to the doctor's recommendations and based on the working period recommended by the doctor.
5. Our company will give the rights for HIV infected employees to change their positions to suitable working positions except if their works on that position will caused any damage to our business which the doctor has examined and give the opinion that the employee is not capable of working in that position anymore.
6. Our company will treat the information of our employee's health as very important information and will be kept confidentially. And we will not force our employee to report their health test result to us except being the employee's own intention to report the mentioned information to our company.
7. Our company will give advice and provide assist for HIV infected employees and every other employee. Any employee whom needing advice or assist can always contact the human resource department.

8. Our company will support any activities to develop positive attitude and suitable knowledge regarding HIV to every employee which our employees will be a part of publishing the news and information to the society.



Announced on January20,2020

Handwritten signature of Mrs. Kunnapa Kosajiranon in blue ink.

Mrs. Kunnapa Kosajiranon

President