

	HUMAN RIGHTS POLICY	
		Code: MCH/HR-CS-018
		No of Issuance: 01
		Date of Effective: 12/12/2024
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Prepared by	Reviewed by	Reviewed by	Approved by
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ENGLISH TRANSLATION FOR REFERENCE PURPOSES ONLY

I. PURPOSES

This policy aims to ensure that the Company's commitments to human rights are enforced in its business operations and reiterates the Company's commitment to respecting the human rights of employees and all individuals in the community.

II. SCOPE OF APPLICATION AND TARGET AUDIENCE :

1. Scope of application:

This procedure applies to Masan Consumer Holdings Company Limited (MCH) and all its subsidiaries. This includes newly established companies, as well as those acquired or merged under MCH in the future (collectively referred to as the "Company").

2. Target Audience:

All employees working for the Company.

III. DEFINITION AND ABBREVIATIONS

1. **"OPEN DOOR"**: Refers to the principle of open communication between employees and management levels, where employees are encouraged to ask questions, make suggestions, raise complaints, and address issues directly with management.
2. **"Employee"**: A person who has a labor contract with MCH or its member companies directly under MCH, or with third parties, but performs tasks and obligations according to MCH regulations.
3. **"Human Rights"**: These are the inherent natural rights of humans that no one or any government can deprive. According to the United Nations High Commissioner for Human Rights, human rights are legal guarantees that protect individuals and groups against actions or omissions that interfere with fundamental freedoms and human dignity.
4. **"Code of Conduct"**: Refers to the Code of Conduct mentioned in Section IV.5 of this policy.

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5. **"Labor Regulations"**: Refers to the Labor Regulations of each member company within the scope of this policy.

IV. REFERENCES (IF ANY)

The following documents serve as the foundation for this policy:

1. United Nations Guiding Principles on Business and Human Rights
(https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)
2. International Human Rights Law, including the International Bill of Human Rights
(<https://www.ohchr.org/sites/default/files/Documents/Publications/FactSheet2Rev.1en.pdf>)
3. ILO Declaration on Fundamental Principles and Rights at Work
(<https://www.ilo.org/ilo-declaration/fundamental-principles-and-rights-at-work>)
4. Current Vietnamese Labor Code and its amendments (if any)
5. Masan Group's Code of Conduct, issued on April 26, 2024, and its subsequent amendments (if any)

V. CONTENT

1. General Policy Statement:

1.1. The company is committed to respecting and protecting human rights in its business activities and supply chain. It also expects its suppliers and business partners to uphold this principle and encourages them to adopt similar policies in their own operations.

1.2. The company believes that all individuals must be treated with respect and dignity, and it strives to ensure that its business activities and practices align with the United Nations Guiding Principles on Business and Human Rights.

1.3. Human rights are core values of the company, and these values always prioritize people at the center of all activities.

1.4. The company is committed to respecting the human rights of all employees within the organization, as well as those affected by or involved in its operations.

1.5. This policy provides guidance for corporate behavior and decision-making, along with the company's values and Code of Conduct to do the right things.

2. Commitment to Respect Human Rights That the Company Is Implementing Through:

2.1. Employees:

- (a) The company respects and supports the dignity, welfare, and human rights of employees, and believes that everyone must be treated fairly and without discrimination.
- (b) The company fosters a culture of direct communication, encouraging all employees to communicate openly with management. This is primarily implemented through the "OPEN DOOR" policy, which promotes transparency, trust, and openness in communication, feedback, and dialogue between employees and all levels of management without discrimination.

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- (c) The company respects employees' freedom of association and collective bargaining rights in accordance with local laws.
- (d) The company respects and protects the legal rights of workers by establishing trade unions and collective agreements in compliance with legal regulations.
- (e) Employees are encouraged to communicate openly and honestly, and to share ideas or concerns about their work environment with relevant departments.
- (f) All employees are expected to understand and comply with the Code of Conduct and Labor Regulations.


2.2. Work Environment:

- (a) The company believes that an inclusive culture is essential to create and maintain a workplace with mutual respect. . We recognize and highly value the skills, experience, perspectives, and diverse backgrounds that employees bring to the organization.
- (b) The company complies with current laws regarding working hours and wages, including regulations on minimum wage, overtime pay, and other benefits. We ensure that wages are at least equal to or higher than the legal minimum and provide full benefits as stipulated in contracts and legal regulations.
- (c) All forms of discrimination, harassment, disrespect, or inappropriate behavior toward others in the workplace or in work-related situations are strictly prohibited.
- (d) Work is only carried out under conditions that ensure safety. Any workplace safety hazards must be identified and assessed for risk to maintain a safe working environment.
- (e) The company is committed to raising awareness and building leadership capability on human rights issues.

2.3. Company Partners:

- (a) The company seeks to engage with trusted partners who support the values outlined in its agreements and Human Rights Policy.
- (b) The company's partners include suppliers, customers, contractors, subcontractors, and all related parties within the community. The company supports the elimination of all forms of forced or compulsory labor and child labor and requires its partners to do the same.
- (c) The company is committed to ensuring that all service providers respect human rights and public freedoms.
- (d) The company places strong emphasis on the fact that the effectiveness of its suppliers is an essential part of its value chain. It expects them to comply with legal, ethical, environmental, and labor standards.
- (e) The company is committed to providing safe and healthy working conditions for both employees and partners who choose to work with the company.

2.4. Community:

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- (a) The company believes that all communities have the right to a safe and healthy environment, and it is committed to respecting this right.
- (b) The company welcomes proactive feedback from community groups to ensure strong relationships and clear communication, while also encouraging participation from relevant stakeholders when needed.
- (c) The company recognizes the importance of preserving cultural diversity within the community and respecting the rights of all residents.
- (d) Training and education are used to raise awareness among relevant groups.
- (e) The company is committed to acting out and following through on its commitment

2.5. Feedback and Complaints:

- (a) The company is committed to resolving issues when something goes wrong and to protecting those who speak up. If you notice any violations of the company’s rules, Code of Conduct, Internal Labor Regulations, or Policies, please report them.
- (b) If you wish to raise a concern, file a complaint, or seek advice, you are encouraged to speak with your manager or contact the Human Resources Department or Compliance Department via email at: duongdaynong@msc.masangroup.com

2.6. Information Disclosure:

- (a) The company continuously discloses information and reports on its efforts to respect human rights, as well as the status of human rights due diligence implementation.
- (b) (b) Key human rights issues are integrated into internal policies, procedures, and reporting tools, and are made publicly available on the employee portal and the company website

2.7. Handling Violations:

Violations of this Policy will be handled in accordance with the current Labor Regulations, depending on nature, severity, and awareness of the breach.

VI.EFFECTIVENESS

1. This policy takes effect from December 12, 2024, and replaces all previous regulations related to human rights policies (if any).
2. Depending on actual circumstances, the Chief Executive Officer or a duly authorized representative has the right to amend or supplement the provisions of this Policy at any time.

VII. REVISION HISTORY

Version	Date Issued	Revision Details	Responsible Person
01	12/12/2024	First issuance	Pham Thi Quy Hien