



Human Rights Policy  
of  
Amarin Corporations Public Company Limited  
and Amarin Group

Effective from 1 January 2024 onwards.



## Human Rights Policy

### Amarin Corporations Public Company Limited

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Amarin Corporations Public Company Limited (“the Company”) and its subsidiaries (collectively referred to as “The Group”) conduct business with integrity by adhering to responsibility of social and stakeholders all groups according to the principle of corporate governance and business code of conduct of the Company in terms of human rights protection. The Company has strictly complied with the law and international principles by complying with the engagement, which are the principles United Nations Global Agreement (UNGC), guiding principles for business and the United Nations Guiding Principles on Business and Human Rights (UNGP) and the International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO) to ensure that the business operation of the Group is free from violation of human rights.

#### 1. Purpose

This Human Rights Policy has been established as a guideline for the operation of conduct business with respect for rights universal humanity by treating stakeholders with equality and fairness, adhering to respect for labor rights and human rights to prevent human rights violations in all activities of Group and business value chain.

#### 2. Scope and Enforcement

This Human Rights Policy applies to for all activities of the Group that the Company has management authority power such as the business of the Company, subsidiaries, associates and business partners. The Company and other related parties will support and apply this policy to those who work on behalf of the Company and the Group will be the Executive Director, regular employees, as well as applicable to contracts, interns, internships, consultants, contractors, representatives of the Company and related parties.

#### 3. Definitions of terms used in human rights policy

Human Rights means the rights inherent to all human beings regardless of physical, mental, ethnicity, nationality, country of origin, race, religion, sex, language, age, color, education, social



status, culture, customs or any other matters according to the laws of each country and according to the treaties that each country has an obligation to perform human rights, including the right to life, freedom from slavery and torture, freedom of opinion and expression and association rights to work, education, etc. All human beings have these rights equally not discriminated against.

#### 4. Human Rights Policy

Assign directors, executives and employees to realize the importance of values and respects human rights in every aspect of every person as well as society and community according to the laws of each country, and according to the treaty that each country has obligations to comply with including

- Treat everyone according to human rights principles equally without discrimination.
- Avoid actions that actions that violate human rights
- Support and promote human rights
- Communication, disseminating knowledge, understanding, setting guidelines, monitoring and supporting other business partners in the business value, in order to have participating in the operation conduct business with integrity respect for human rights and treat everyone accordingly human rights principles under this policy

#### 5. Guidelines

- (1) Respect human rights treat each other with respect each other and practice to each other equally without discrimination physically, mentally, race, nationality, country of origin., birth, race, religion, gender, language, age, skin color, education, social status, culture customs or any other matter.
- (2) Treat employees fairly in terms of employment, compensation for work, welfare development and training, promotion of duties, disciplinary and punishment setting, termination of employment by on the basis of operational capability and performance more than individuality as well as providing an environment for working work that respects and recognize the dignity of individuals by taking care of intimidation, harassment, abuse, child labor and all cases of forced labor.



- (3) Provide a safe working environment and promote good health for employees, as well as appropriate daily and weekly schedules in accordance with relevant safety and health regulations. The Company also focuses on maintaining good working conditions by reducing the risk of accidents. Injuries and improved employee well-being. In the event of an epidemic, employees will be provided with equipment to prevent vaccination and reduce health risks.
- (4) Respect the rights and give importance to is important in maintaining customer's personal by providing a system storing customer data securely and there is a measure to maintain the confidentiality of customers, not to use the information for the benefit of oneself or others without the customer's consent or wrongly.
- (5) Communicate, disseminate, educate, understand, set guidelines, and provide any other support to business partners business value chain suppliers of goods and services, contractors, as well as business partners in order to have participating in the operation conduct business with integrity respect for human rights and treat everyone accordingly human rights principles according to this policy.
- (6) Oversee respect for human rights, do not neglect or ignore when witnessing an action that falls within the scope of human rights violations related to the Group and must report to the supervisor or person take responsibility and cooperate in investigating various facts. If you have any questions or ask questions to consult with the supervisor or responsible person through various channels.
- (7) Provide fairness and protection to individuals who report human rights violations related to the Group using measures to protect complainants or those who cooperate in reporting human rights violations as defined in the Whistleblower Protection Policy.
- (8) Implement of Human Rights Due Diligence process to collect, identify issues and assess the risks and impacts of rights violations, human identify the affected group or individual, plan and determine the corrective action and prevent, manage and prevent human rights violations and follow-up inspection by organizing. There must also be appropriate mitigation processes in the event of human rights violations.



- (9) Committed to creating and maintaining an organizational culture that adheres to respect for human rights in accordance with the human rights.
- (10) Violators of human rights are violations of business ethics which must be considered disciplinary action according to the regulations. In addition, they may be punished by law if doing so is wrong law.

## 5. Reporting Violations

The Company encourages all employees and stakeholders to report human rights violations in any form to the Company through various channels" by sending complaints or clues through the following channels:

- **Contact the Corporate Governance Committee by**
  - Mail: Amarin Corporation Public Company Limited  
378 Chaiyaphruek Road, Taling Chan Subdistrict, Taling Chan District, Bangkok 10170
  - Email: [id@amarin.co.th](mailto:id@amarin.co.th)
  - Phone: 0-2422-9999 ext. 4671 (on the company's business day and time)
- **Contact the company's secretary by**
  - Mail: Amarin Corporation Public Company Limited  
378 Chaiyaphruek Road, Taling Chan Subdistrict, Taling Chan District, Bangkok 10170
  - Email: [secretary@amarin.co.th](mailto:secretary@amarin.co.th)
  - Phone: 0-2422-9999 ext. 4100 (on the company's business day and time)
- **Website: [www.amarin.co.th](http://www.amarin.co.th)**

Notifies will be protected and compliant with lead reporting and lead reporting policies.

The Company will take necessary action in accordance with appropriate remediation procedures to provide assistance to employees if the employee is violated human rights by a third party or an outsider.

## 7. Policy Communication

The Group is required to communicate annually. If new directors, executives and employees enter, human rights policy training and related policies will be conducted strictly. The Group is



scheduled to publish them on the Company's intranet and on the Company's website ([www.amarin.co.th](http://www.amarin.co.th)).

#### 8. Disciplinary Action

Directors, executives and employees who commit human rights violations and discrimination or abuse against the Company's human rights principles and business ethics will be subject to disciplinary action in accordance with the Company's regulations and will be subject to legal punishment if it is illegal.

#### 9. Human Rights Policy Review

Sustainability and Risk Management Committee must be reviewed the human rights policy by regularly annual and presented to the Board of Directors for approval if there is any improvement or change this policy.

This human rights policy approved by the Board of Directors No. 4/2023 on November 7, 2023, effective from January 1, 2024 onwards.