

Policy and Guidelines on Local Labor Employment

Asia Metal Public Company Limited (hereinafter referred to as "AMC") prioritizes local labor employment to support economic and social development in the areas where the company operates. AMC aims to create employment opportunities, enhance skills development, and promote the sustainability of local communities.

Objectives

1. To promote employment and generate income for local communities.
2. To support skill development and enhance the potential of the local workforce.
3. To contribute to the economic and social sustainability of local communities.

Scope of Implementation

This policy applies to both permanent and temporary employment and defines local labor as workers residing in Chonburi, Rayong, Chachoengsao, Samut Prakan, Bangkok, and the metropolitan area.

Fundamental Principles

1. Provide equal employment opportunities for local labor without discrimination based on race, religion, gender, age, or economic status.
2. Organize training programs to develop skills and improve work efficiency.
3. Ensure fair wages that comply with labor laws and are sufficient for basic living standards.
4. Adhere to strict safety measures to protect the health and well-being of workers.

Employment Guidelines

1. Qualifications of Local Workers

- Must reside in designated local areas: Chonburi, Rayong, Chachoengsao, Samut Prakan, Bangkok, or the metropolitan area.
- Must possess the necessary skills and qualifications required for the job position.

2. Selection Process

- The recruitment process must be transparent and fair.
- Job vacancies will be announced through appropriate channels, such as local organizations or direct applications.

3. Compensation and Benefits

- Wages must not be lower than the legal minimum wage.
- Provide basic employee benefits, including social security, health insurance, and statutory leave.

4. Workforce Development

- Conduct training programs to improve skills required for the job.

5. Monitoring and Evaluation

- The Human Resources Department is responsible for overseeing local labor employment.
- Regular audits and reports will be conducted to ensure compliance with the policy.

6. Policy Communication

- AMC will clearly communicate this policy to all relevant parties and conduct meetings or training sessions to ensure understanding and cooperation in implementing the policy.

This policy is issued for acknowledgment and compliance by all.

Effective Date: December 16, 2024



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