

Freedom of Association

RATCH has established the Welfare Committee to represent employees (the employed) and a stage for discussion with the Management (the employer) on welfare provision. The committee members are elected as stipulated in the Department of Welfare and Labor Protection's Notification on welfare committee election criteria and methods B.E. 2545 (14 May).

In 2022, RATCH and controlled entities established the Welfare Committee and the number of employee representatives is as follows:

	RATCH Group Public Company Limited	Ratchaburi Electricity Generating Co., Ltd.
No. of committee members (persons)	6	5
% of employees sitting in the committee	3.6	16.1

Regarding other subsidiaries employing fewer than 50 staff, their employees were allowed to independently express their opinions through various channels—corporate meetings, sessions with executives, relationship building activities, annual seminars and opinion boxes. All subsidiaries applied the company's human resource management and remuneration and welfare setting standards.

Responses to employee representatives' proposals in 2022

- Raising maximum limit of OPD and IPD treatment covering employees, their spouse and 2 children under legal age.
- Increasing annual health check-up benefit for employees of all age ranges, including dental and eye care, as well as vaccination.