



Personal Data Protection Policy

(Revised Edition 2022)

Srithai Superware Public Company Limited ("Company") and its affiliates ("Group of Companies") are committed to and recognize the importance of effective personal data protection in accordance with the Personal Data Protection Act B.E. 2562. To ensure confidence among data subjects, this policy is issued to explain the reasons, methods of collection, storage, use, disclosure, and to inform the rights of personal data subjects.

This policy is created to inform individuals related to the Group of Companies, including executives, employees, external persons, and all service providers to comply with it. The Company will ensure that all departments have the duty and responsibility to strictly comply with, support, promote, and monitor internal activities in accordance with the policy and relevant laws on personal data protection.

Definitions

"**Company**" means Srithai Superware Public Company Limited.

"**Affiliates**" means subsidiaries and joint ventures of the Company, including representatives of such companies.

"**Personal Data**" means data related to an individual that can identify that person directly or indirectly, collected by the Company as stated in this policy. Examples of personal data include name, surname, nickname, date of birth, nationality, ID card number, social security number, passport number (for foreigners), address, phone number, driver's license number, taxpayer identification number, marital status, education, employment information (such as occupation, workplace name, position, salary), signature, photograph, house registration, and sensitive personal data.

"**Sensitive Data**" refers to personal data that is inherently private and may be subject to misuse if improperly handled. This includes information such as race, ethnicity, political opinions, religious or philosophical beliefs, criminal records, health information, disabilities, and biometric data.

"**Data Subject**" refers to an individual who owns the personal data, whether a natural person, customer, employee, or other entity that provides personal information to the company.

"**Data Controller**" refers to an individual or entity that determines the purposes and means of processing personal data, including the company and any related parties responsible for handling personal data.

"**Data Processor**" refers to an individual or entity that processes personal data on behalf of the data controller, based on an agreement or instructions from the data controller.

"**Data Protection Officer (DPO)**" refers to a designated officer responsible for overseeing compliance with personal data protection regulations within the company, ensuring that data processing activities comply with relevant laws and standards.



"Data Protection Committee" refers to the committee responsible for overseeing and ensuring compliance with personal data protection laws, advising on best practices, and monitoring any personal data breaches or misuse.

Collection, Use, Storage, and Disclosure of Personal Data by the Company

1. The Company collects, uses, or discloses personal data lawfully, fairly, and transparently, within the expectations of the data subject, without causing negative impacts on the data subject. The Company will inform the data subject and seek consent before collecting, using, and disclosing personal data, except as required by law or as specified in this policy.
2. The Company collects, uses, or discloses personal data for the purposes specified and informed to the data subject only, without disclosing collected personal data to external persons or using the data beyond the original purpose.
3. The Company collects, uses, or discloses personal data under the principle of minimal data necessary, consistent with the principle of proportionality. The Company stores only necessary data for providing services through computer systems and other operations according to the Company's authority and purposes, as specified by contracts and laws.
4. The Company maintains the accuracy and completeness of the data and will promptly correct any inaccuracies found or requested by the data subject.
5. The Company stores personal data only for the necessary period and will delete the data when it is no longer needed and there is no legal basis for further storage.
6. The Company adheres to the principles of accuracy, completeness, and confidentiality, ensuring the security of personal data to maintain data integrity and confidentiality. Measures are in place to prevent unauthorized processing, access, use, or disclosure, as well as to prevent data loss, damage, or destruction. Employees, business partners, or external service providers must maintain the confidentiality of personal data according to confidentiality agreements signed with the Company.

Use of Cookies

Cookies are data sent to the data subject's system through web browsers. The Company's website may place cookies on the visitor's device and automatically collect data. Some cookies are necessary for the website to function properly and to facilitate visitors. Enabling cookies will enhance the convenience of using the Company's website. Additional information can be found in the Company's cookie policy.



Purpose of Data Collection by the Company

The collection, use, and disclosure of personal data by the Company must be consented to by the data subject and necessary within the scope of the consented purposes. Such consent is not a condition for accessing the Company's services or communication channels.

1. To verify or identify the data subject in participating in various activities of the Company.
2. To conduct promotional and marketing activities related to the Company's products and services, including advertising, public relations, promotions, and services.
3. For research, statistics, development, and improvement of the Company's products and services for the benefit of the data subject.

However, the Company may collect, use, and disclose personal data without the data subject's consent in the following cases:

1. To achieve purposes related to historical or archival documentation for public benefit or research or statistics, with appropriate measures to protect the rights and freedoms of the data subject as announced by the Personal Data Protection Committee.
2. To prevent or suppress danger to life, body, or health of individuals.
3. Necessary to perform a contract to which the data subject is a party with the Company or to take steps at the request of the data subject before entering into the contract.
4. Necessary to perform duties for the public interest or exercise state authority granted to the Data Controller.
5. Necessary for the legitimate interests of the Company or other persons or juristic persons, unless such interests are less significant than the fundamental rights in personal data of the data subject.
6. To comply with the law.

Rights of Data Subjects

In addition to the consent given by the data subject to the Company for the collection, use, and disclosure of personal data, the data subject has the right to request the following actions:

- **Right of Access:** The data subject has the right to access the personal data collected by the Company and to request a copy of such personal data.
- **Right to Data Portability:** The data subject has the right to receive personal data in a structured format and to request the transfer of such data to another person or to the data subject themselves for certain reasons. The Company reserves the right to charge any necessary fees related to the transfer of personal data as requested by the data subject.
- **Right to Rectification:** The data subject has the right to request the correction or update of inaccurate or incomplete personal data. The Company strives to keep accurate and up-to-date data.



- **Right to Object, Erasure, and Restriction of Processing:** The data subject has the right to object to the collection, use, or disclosure of personal data as prescribed by law, to request the deletion or destruction of personal data, or to make the data anonymous. The data subject also has the right to request the restriction of the use of personal data unless there are legal limitations.
- **Right to Withdraw Consent:** The data subject has the right to withdraw consent for the processing of personal data at any time, unless the withdrawal of consent is limited by law or contract. The withdrawal of consent will not affect the lawful processing of personal data previously consented to.
- **Right to be Informed:** If the data subject has concerns or doubts about compliance with the Personal Data Protection Act or data processing, they have the right to be informed.

To exercise the above rights, the data subject must make a written request. The form can be downloaded from www.srithaisuperware.com/pdpa/forms or contact the Company's Data Protection Officer. The Company will make every effort to process the request within a reasonable time and not exceed the time prescribed by law, unless it is found that the request is excessive or poses a risk to the protection of personal data of others or is contrary to the law or is impractical to comply with.

Changes to the Personal Data Protection Policy

The Company will regularly review and update the personal data protection policy to align with practices and regulations if there are changes in laws related to personal data protection and other relevant laws. In case of any changes to the policy, the Company will notify by publishing on the Company's website at <https://www.srithaisuperware.com> as soon as possible.

Contact Information

If data subjects have any questions regarding this personal data protection policy or wish to exercise their rights related to data processing or have complaints about personal data, they can contact:

Data Protection Officer (DPO)

Srithai Superware Public Company Limited

15 Soi Suksawat 36, Suksawat Road, Bangpakok, Ratburana, Bangkok 10140

Phone: 02-427-0088 ext. 2203 Email: DPO@srithaisuperware.com

Announced on April 30, 2022

(Mr. Sanan Angubolkul)

President