



April 11, 2024

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Secretary-General,

I am pleased to confirm that Almond (Thailand) Ltd. supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our commitment to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Almond (Thailand) Ltd. will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (CoP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress starting the calendar year after joining the UN Global Compact, and annually thereafter according to the UN Global Compact CoP policy.

This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

The Almond Group has been in business for over 49 years, and has acted as a transparent liaison for manufacturers, wholesalers and retailers worldwide. All Ten Principles have been integrated in our business, and we adhere to the strictest laws and regulations that govern our business processes.

(1, 2) The Human Rights and Labour principles are addressed daily by Almond (Thailand) Ltd. as we support and respect the protections of internationally proclaimed



human rights; and we are not complicit in human rights abuses. Almond only works with credible vendors and consultants that are aligned with our ethos.

(3, 4, 5, 6) We uphold the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective

abolition of child labour; and the elimination of discrimination in respect of employment and occupation. Almond employees are part of a union that is dedicated to the wellness of all workers.

There are set regulations for age of employment, maximum hours an employee can work, livable wages and overall health and wellness of every employee.

(7, 8, 9) Almond continues to grow our sustainability initiatives and technology advances to become an eco-friendly environment and facility. This includes proprietary machinery to reduce carbon omission, recycling of waste, metals, packaging etc.

(10) We work against corruption in all its forms, including extortion and bribery.

Our initiatives and transparency is available for all to review on our website www.almond.co.th and will be updated as needed.

Sincerely yours,

Mr. Jonathan Mandelbaum
President