

TERMS OF EMPLOYMENT



1. POSITION AND WAGES

An employment contract shall state:

- The position of employment
- Wages (no less than minimum wage)
- Payment date at least once a month



2. TERM OF EMPLOYMENT

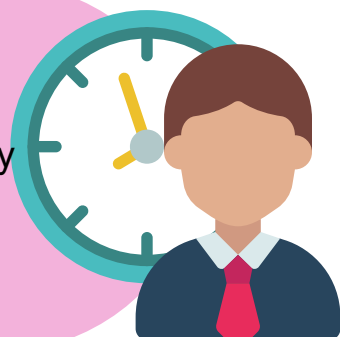
The employment contract shall state:

- The duration of employment (years)
- location of the workplace



3. WORKING HOURS

- Normal working hours are not over 8 hours/day
- For dangerous work, working hours are 7 hours/day
- extra working hour shall receive overtime pay
- working days are not over 6 days/week



4. PAID HOLIDAYS

- 1 day off per week
- Thai traditional holidays are 13 days a year
- After working for 1 year, an employee shall get annual leave for 6 working days.



5. OVERTIME & HOLIDAY PAYS

- Overtime pay is not less than 1.5 times the normal working wage per hour
- Wage rates for working on holidays
 - 1 time for paid holiday pay
 - 2 times for unpaid holidays



6. OTHER TERMS

- The employer agrees to provide the employee with three meals a day on each working day, with the cost of food to be mutually agreed upon.
- The employer agrees to offer safe and hygienic accommodation, and the cost of such accommodation shall also be mutually agreed upon.
- The employer agrees to cover travel expenses for the employee's journey to Thailand and for the return trip to their domicile upon contract expiration.
- Employees are required to adhere to and abide by the regulations set forth by the employer company.
- In the event that the employer terminates the contract, they are obligated to provide one month's notice or pay the equivalent of one month's wages. Additionally, the employer must cover the cost of the employee's return trip.
- Should the employee decide to terminate the contract, they are required to provide the employer with at least one month's notice. Furthermore, the employee is responsible for covering the cost of their own return trip.
- In the event of crises such as natural disasters, the employer is responsible for ensuring the safety and evacuation of their employees. If the crisis renders work impossible, the employer shall be responsible for covering the cost of the return trip.
- Any aspects not explicitly outlined in the contract are subject to compliance with Thai law.

