

Policy on Respect of Law and Principles of Human Rights

1. Thoroughly understand and strictly obey the law relating to one's own duties and responsibility. If in doubt, seek advice from the legal department or a legal adviser. Avoid acting based on one's own interpretation.
2. When working abroad, study the law, customs, traditions, and cultures of that country before undertaking any activity concerning the company's business so as not to violate the.
3. Promote and respect the protection of human rights, and ensure that the company's business is in line with human rights concerning forced labor or child labor.
4. Respect and provide fair treatment to all stakeholders based on fairness, human dignity, Non-discrimination of origin, race, gender, age, skin color, religion, physical state, status, or birth.
5. Promote compliance with human rights within the company and encourage subsidiary companies, investors, business partners, and all stakeholders to observe the international standards of the principles of human rights.
6. Protect the rights of stakeholders affected by the violation of their rights as a result of the company's operation by considering compensation no lower than the rate stipulated by law.

This Policy on Respect of Law and Principles of Human Rights is effective from 8 August 2013 onwards.



(Mr. Paron Israsena)

Chairman of the Board of Directors
THAICOM Public Company Limited

