



HUMAN RIGHTS POLICY

THAICOM PUBLIC COMPANY LIMITED

9 May 2023

Human Rights Policy

Thaicom Public Company Limited

1. Introduction

Thaicom Public Company Limited and its subsidiaries (the “**Company**”) realize the importance of and respect the human rights, which is the fundamental principle for business operation and cohesiveness of the society. In this regard, the Board of Directors has approved this human rights policy (this “**Policy**”) and the implementation hereof.

2. Objective

This Policy shall form part of the Code of Conduct and shall set the practical guideline for conducting the business by respecting the human rights and employment rights, and treating all stakeholders fairly and equally in accordance with internationally accepted standards and those specifically relating to the company’s business including but not limited to;

- The United Nations Universal Declaration of Human Rights (UNDHR)
- The International Labor Organization (ILO) - Declaration on Fundamental Principles and Rights at Work)
- General Data Protection Regulation – GDPR

3. Scope

This Policy applies to all directors, managements, permanent and contractual employees (collectively hereinafter referred to as the “**Employees**”) and also covers all activities of the agents, other intermediaries associated with or acting on behalf of the Company including all parties relating to the Company’s business throughout the entire business value chain (e.g. suppliers, contractors, business partners, joint ventures).

4. Roles and Responsibilities

- 4.1 The Board of Directors has delegated the Management Committee to oversee this Policy so as to ensure that the Employees comply herewith.
- 4.2 The Sustainable Development Committee has the primary responsibility for implementing this Policy by, together with the Risk Management Committee, assessing the risk of human rights abuse, identifying the potentially affected group, preparing the mitigation plan with respect thereto and initiating protective measures against any potential abuse thereof in all material respects.
- 4.3 The Sustainable Development Committee shall communicate the principles and guidelines under this Policy to all agents, other intermediaries associated with or acting on behalf of the Company including all parties relating to the Company’s business throughout the entire business value chain (e.g. suppliers, contractors, business partners, joint ventures) and cooperate with them so as to ensure that the operations under the Company’s business value chain shall not be part of any human rights abuse.
- 4.4 All members of management are responsible for ensuring that everyone who reports to them has made aware of and understands this Policy through adequate and regular training sessions.

- 4.5 The Employees must uphold this Policy when performing their duties. Anyone who has any query concerning this Policy shall raise the question to his/her superior or the Sustainable Development Committee. In the case that anyone discovers or suspects violations of this Policy, he/she must immediately report them through either his/her superior or one of the channels established under the Company's *Whistle-blowing Policy*.

5. Policy and Procedures

- 5.1 The Company realizes and respects the human rights of Employees and all other stakeholders relating to their business operation both insightful and perceptual aspects on race, color, religion, sex, nationality, age, disability or any other similar issue with fair treatment and shall integrate the human rights best practices into every part of its business value chain.
- 5.2 The Company shall comply with the effective domestic and overseas laws relating to human rights where its agents, other intermediaries associated with or acting on behalf of the Company including all parties relating to the Company's business throughout the entire business value chain (e.g. suppliers, contractors, business partners, joint ventures) operate their business.
- 5.3 The Company adopts the zero-tolerance policy towards human rights abuse, especially those relating to forced laboring, illegal immigrant employment, child laboring, human trafficking, unequal remuneration, discrimination and breach of personal information.
- 5.4 The Company shall treat the Employees in accordance with the human rights standard and free from violence, sexual harassment, physical or mental threat or verbal outrage and shall maintain high standard of hygiene and safety, and good working environment.
- 5.5 The Company supports and encourages all parties relating to the Company's business, either directly or indirectly, to conduct their business in accordance with the laws and respects human rights principle.
- 5.6 The Company respects the rights of customer, treats the customer fairly, and shall not violate the personal information of the customer.
- 5.7 The Company respects the rights of nearby community or those communities that may receive impact from its business operation, and is open to their engagement and opinion.
- 5.8 The Company protects 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 the law.
- 5.9 The Company shall establish the protocol relating to human rights by assigning the Sustainable Development Committee to collaborate with the Risk Management Committee to:

(a) Conduct human rights due diligence on all business operations either in or outside the organization throughout its business value chain so as to identify any risk in relation thereto;

(b) Prepare a mitigation plan for those identified human rights violation issues including a follow up action in relation thereto;

(c) Establish a protective measure for any potential human rights violation either directly or indirectly.

To ensure that the risk assessment in relation thereto shall be conducted on a regular basis, the Management Committee shall report the assessment results to the Board of Directors and disclose them in the Company's annual report annually.

6. Human Resources

- 6.1 This Policy will be adopted by the Company's Human Resource Department and apply to all aspects of personnel management, including recruitment, employment and orientation.

6.2 The human resources and the Sustainable Development Committee shall advise and provide the necessary training to the Employees so as to ensure that this Policy has been implemented effectively.

7. Communication

7.1 The Employees

The Sustainable Development Committee will inform the Employees whenever significant changes are made to this Policy.

7.2 Agents, Intermediaries, Suppliers, Contractors, Business Partners and Joint Ventures

The Sustainable Development Committee will communicate this Policy to all agents, intermediaries, suppliers, contractors, business partners and joint ventures at the outset of every business relationship with the Company and encourages them to conduct business ethically and respects human rights in accordance with the principle therein. The Company encourages every person it deals with to adhere to similar standards of corporate responsibility.

8 Seeking Guidance

If the Employees are not sure whether a particular act constitutes human rights abuse, or have any other queries regarding this Policy, they should immediately raise the matter with their supervisor or the Sustainable Development Committee promptly.

9 Raising Concerns (Whistle-blowing)

Any suspicion or evidence of other Employees, or anyone acting for or on behalf of the Company, engaging in human rights violation must be immediately reported at the earliest possible opportunity through either the superiors or the channels provided in the Company's *Whistle-blowing Policy*. All reports will be taken seriously.

10 Protection

The Company is committed to ensuring that no Employee will suffer demotion or other adverse consequences or any kind of penalty, for reporting any abuse, unfair treatment, misconduct or falling victim to others.

11 Policy Violation

11.1 The Employees who fail to comply with this Policy, including supervisors who ignore misconduct or are aware of misconduct but fail to deal with it, will be subject to disciplinary action up to and including termination of employment. Ignorance of this Policy and/or local laws is not an excuse for failure to comply.

11.2 Any agents, intermediaries, suppliers, contractors, business partners and joint ventures who violate the terms of this Policy, or know of but fail to report potential violations to the Company's management, or mislead investigators over potential violations, may face contract termination.

12 Related Policies

The Employees shall read and study this Policy in conjunction with other relevant policies issued by the Company.

13 Monitoring and Review

13.1 The Sustainable Development Committee must review this Policy on an annual basis and submit any proposed amendments to the Management Committee for concurrence and to the Board of Directors for approval.

13.2 Internal control system and procedures will be reviewed periodically by the Internal Audit Department to ensure that they are effective in countering human rights abuse. All review results will be discussed with relevant personnel and appropriate corrective actions will be reported to senior management and the Audit and Risk Committee.

This Policy shall be effective as from 9 May 2023.

A handwritten signature in blue ink, consisting of stylized initials and a long horizontal stroke, positioned above a solid horizontal line.

(Mr. Somprasong Boonyachai)

Chairman of the Board of Directors
Thaicom Public Company Limited