

Human Rights Policy



VGI Public Company Limited

Effective on 23 March 2021

Reviewed on 25 May 2023

Human Rights Policy

VGI Public Company Limited (the “**Company**”) commits to conduct the business by protecting the human rights of the stakeholders in all the value chains. The Company will follow the international human rights laws and standards, including the Universal Declaration of Human Rights (UDHR); the ILO Declaration on Fundamental Principles and Rights at Work (ILO), and the UN Guiding Principles on Business and Human Rights (UNGPR). This Policy is to ensure that the Company will not infringe on human rights. The Company, therefore, issued this Human Rights Policy to serve as corporate standards on human rights management.

1. Scope

This Human Rights Policy applies to all business activities throughout the Company’s own operations (employees, business operations including products and services), business partners (suppliers and sub-contractors), subsidiaries, and joint ventures. The Company expects all stakeholders to comply with this Human Rights Policy by integrating this Policy and applying it into their own operations, thus working with the Company to maintain a responsible value chain.

2. Human Rights Definition

Human rights are the fundamental rights that belong to all human beings equally, regardless of the differences e.g., race, skin color, sex, language, political opinion or other opinions, original nation or society asset or any other status.

3. Human Rights Policy

- Respect and follow the human rights standards with zero tolerance towards, human trafficking, forced labor, child labor, discrimination, and harassment of any kind including sexual and non-sexual harassment.
- Support and commit to respect human rights principles regarding freedom of association, the right to collective bargaining and equal remuneration.
- Support and encourage all stakeholders to comply with human rights standards.
- Communicate, publish, educate, and support all stakeholders to conduct business activities under human rights standards.

The Company’s human rights management comprises of four key areas: employees; communities and environment; business partners; and customers.

3.1 Employees

- Policies and procedures on the Company’s human resource management are in alignment with international labor standards and human rights.
- Support the diversity and inclusion of the different culture to ensure that there is no unjustified discrimination.
- Recruit employees by considering competency, experience, abilities, and qualifications as necessary and appropriate to the position and according to the Company's orders and rules.
- Ensure that the working hours, fees, and benefits of the employees are fair and according to laws.
- Ensure the safe working environment and support good health for employees.
- Provide employees with avenues to express their rights to freedom of association and/or collective bargaining.
- To provide all employees with training and education on human rights including discrimination and harassment in the workplace.

3.2 Communities and Environment

- Operate the Company's business respectfully towards surrounding communities and environments throughout all projects.
- Comply with laws and regulations to reduce any impact on the well-being of the communities.

3.3 Business Partners (Suppliers & Sub-contractors)

- The Company promotes compliance towards human rights principles for all its business partners, including suppliers and sub-contractors by embedding human rights principles in all supply chain-related processes, from screening and selection to the termination and extension of contracts. The Company conducts the supplier selection with regular assessment assigned periodically and carries out an annual supplier meeting to ensure that procuring and subcontracting processes are transparent, fair, and auditable. The human rights issues that the Company assesses of its suppliers and subcontractors include but are not limited to fair working conditions, freedom from discrimination, and safe and healthy workplaces. This assessment ensures equal opportunities for all and prevents illegal labor, such as child labor, slavery, migrant labor, and forced labor.
- The Company conducts regular reviews of business partners to assess potential human rights impacts and establishes mitigation measures in case of human rights violation in supply chain. Furthermore, the Company sets penalties for the business partners who fail to maintain compliance with the guidelines, manuals, or regulations related to human rights principles as set in the supply chain system.

3.4 Customers

- The Company is committed to upholding customer rights, particularly personal health and safety, accessibility, and privacy.

4. Reporting and Disclosure

In the case that there is a breach or an incident in the human rights policy, all cases can be reported and processed through their supervisors or the Legal and Compliance Division. Corrective or disciplinary action will be taken in case of any breach in the stated human rights policy.

The Company commits to disclose the Company's human rights commitment and performance in the Annual Sustainability Report and the Company's website.

(Mr. Keeree Kanjanapas)

The Chairman of the Board of Directors