Human Rights Risk Assessment 2024

Contents

Objectives

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- To ensure that the Company conducts its business in accordance with international human rights principles

- To develop strategies for the prevention and minimization of risks related to human rights

Scope of Human Rights Risk Assessment

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Employees and Workers

- Working environment
- Occupational health and safety
- Non-discrimination and prevention of harassment
- Freedom of association and collective bargaining
- Prevention of unlawful labor practices, including child labor, forced labor, and human trafficking

Local Communities

- Community health and safety
- Standard of living
- Community engagement and participation
- Involuntary resettlement

Contractors and Suppliers

- Fair and lawful employment conditions
- Protection of personal data of workers
- Prevention of unlawful labor practices, including child labor, forced labor, and human trafficking
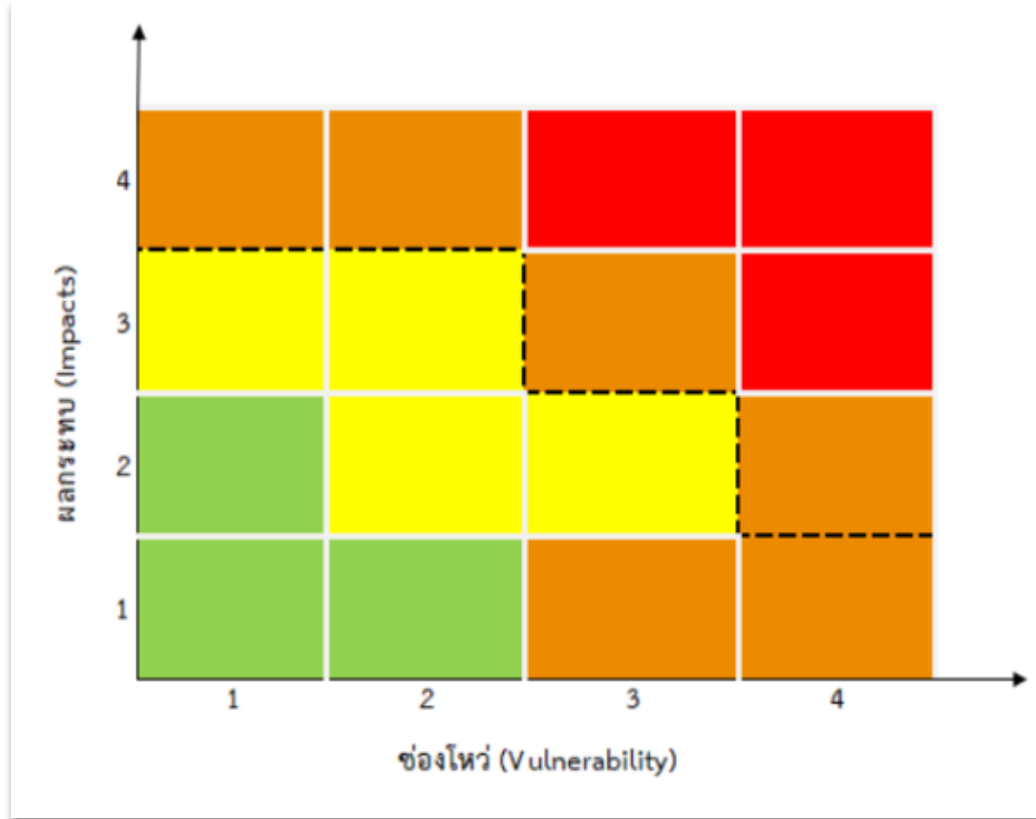
Customers

- Health and safety of delivered products or projects
- Protection of personal and commercial data

Risk Assessment Criteria

Risk Assessment Criteria

Risk Level:

- 🟩 **Low (L):** Tolerable risk

- 🟨 **Medium (M):** Risk requiring monitoring

- 🟧 **High (H):** Risk requiring preparation of a mitigation plan

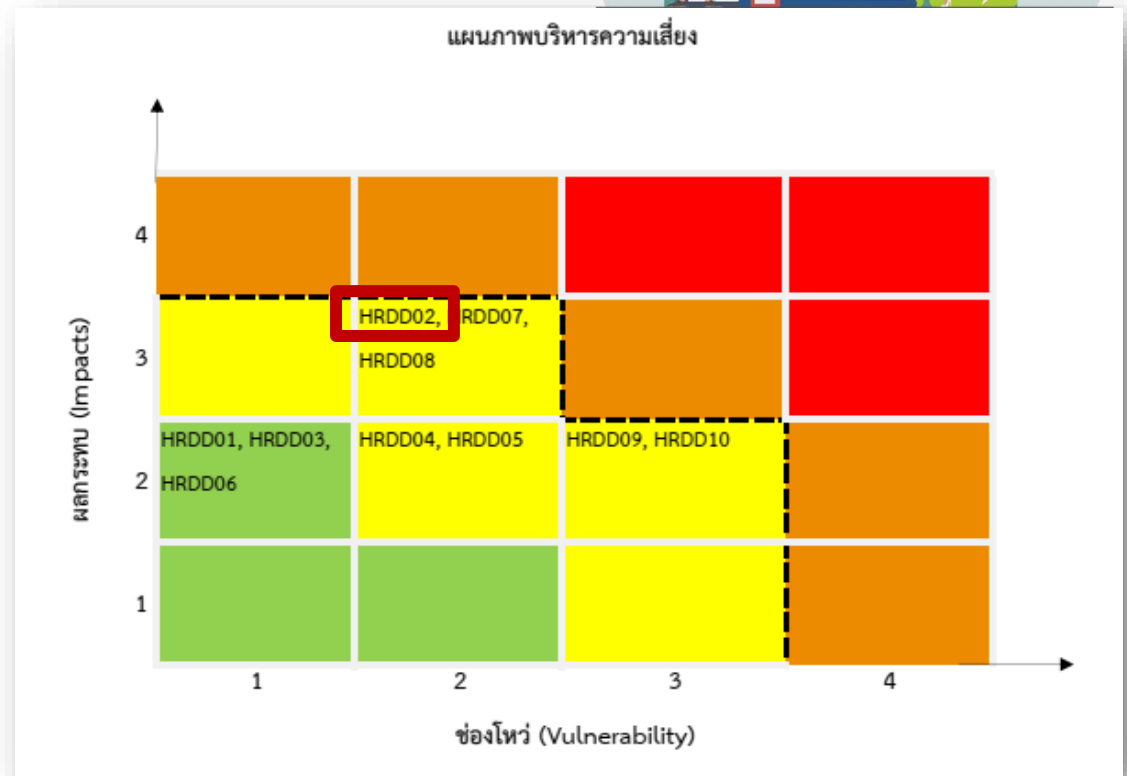- 🟥 **Very High (VH):** Risk requiring urgent corrective action

Key Risk Issues

Key Risk Issues

1. Unsafe Work Environment

- **Impact:** Employee health and safety may be subject to impact, e.g. work-related accidents or illnesses

- **Mitigation:** Improve safety measures, e.g. employee training and installation of additional safety equipment

แผนภาพบริหารความเสี่ยง

	1	2	3	4
4				
3		HRDD02, RDD07, HRDD08		
2	HRDD01, HRDD03, HRDD06	HRDD04, HRDD05	HRDD09, HRDD10	
1				

ผลกระทบ (Impacts) / ช่องโหว่ (Vulnerability)

Key Risk Issues

2. Discrimination in the Hiring Process

- **Impact:** Human rights violations occur and may affect the image of the organization

- **Mitigation:** Implement transparent and fair employment policies and promote diversity
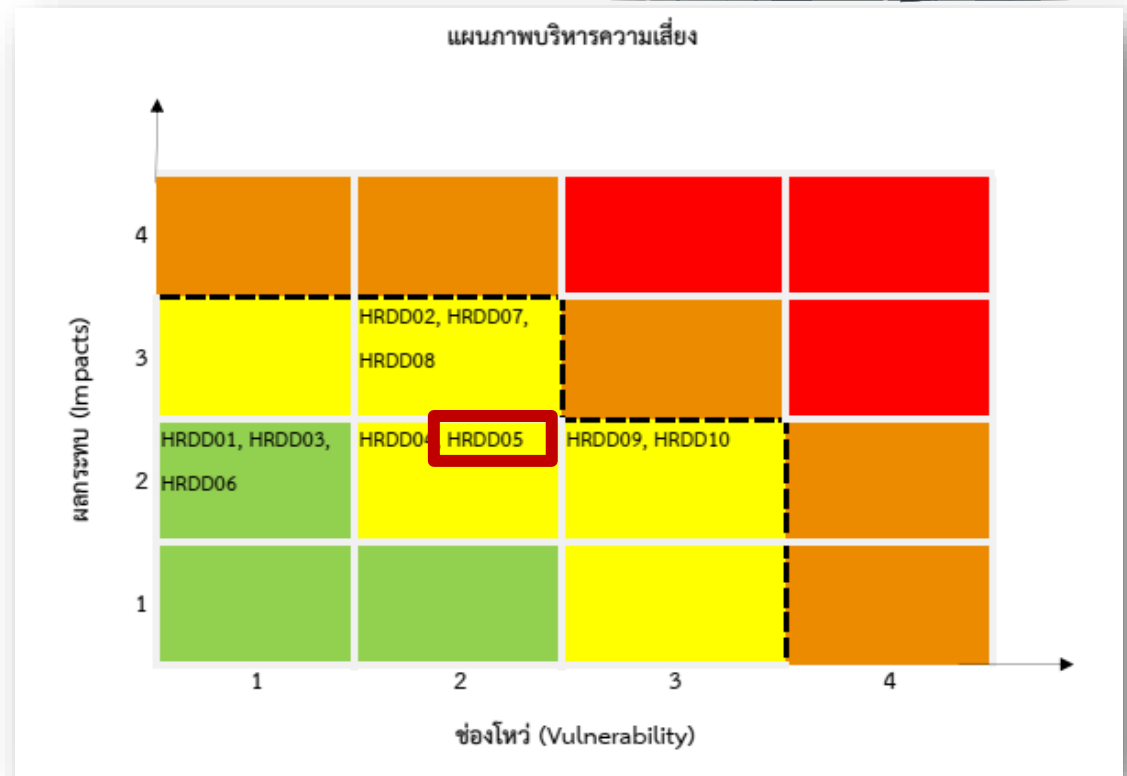
Key Risk Issues
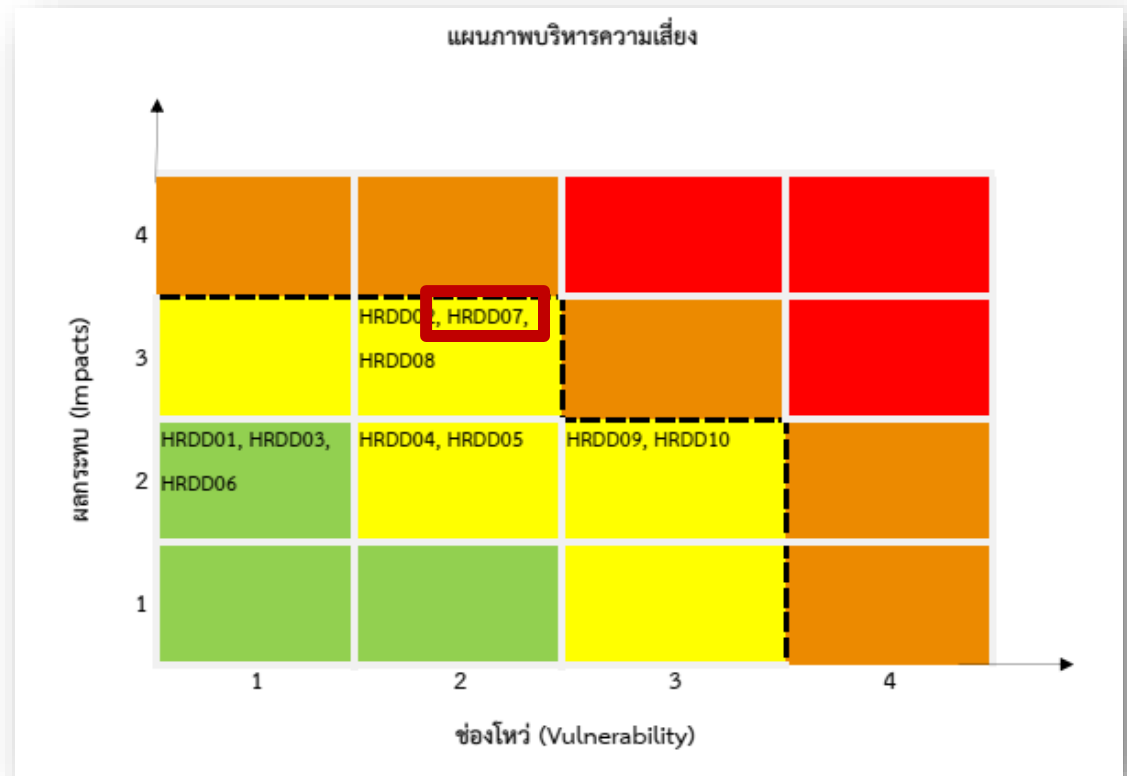
3. Unsuitable and Unfair Wages and Benefits

- **Impact:** Reduced employee quality of life with effects on motivation to work

- **Mitigation:** Manage wages and benefits appropriately in accordance with legal standards and requirements

แผนภาพบริหารความเสี่ยง

ผลกระทบ (Impacts)

ช่องโหว่ (Vulnerability)

HRDD02, HRDD07, HRDD08

HRDD01, HRDD03, HRDD06

HRDD04 HRDD05

HRDD09, HRDD10

Key Risk Issues

## 4. Impact on Community Rights in Construction Areas

- **Impact:** Communities may be affected by pollution, noise disturbance, or traffic

- **Mitigation:** Implement mitigation measures, e.g. preparation of EIA reports and communication with communities

แผนภาพบริหารความเสี่ยง

ผลกระทบ (Impacts)

HRDD07, HRDD07, HRDD08

HRDD01, HRDD03, HRDD06 | HRDD04, HRDD05 | HRDD09, HRDD10

ช่องโหว่ (Vulnerability)

Key Risk Issues

5. Lack of Community Participation

- **Impact:** Potential conflict or opposition to projects

- **Mitigation:** Create channels for communicate and listen to community opinions
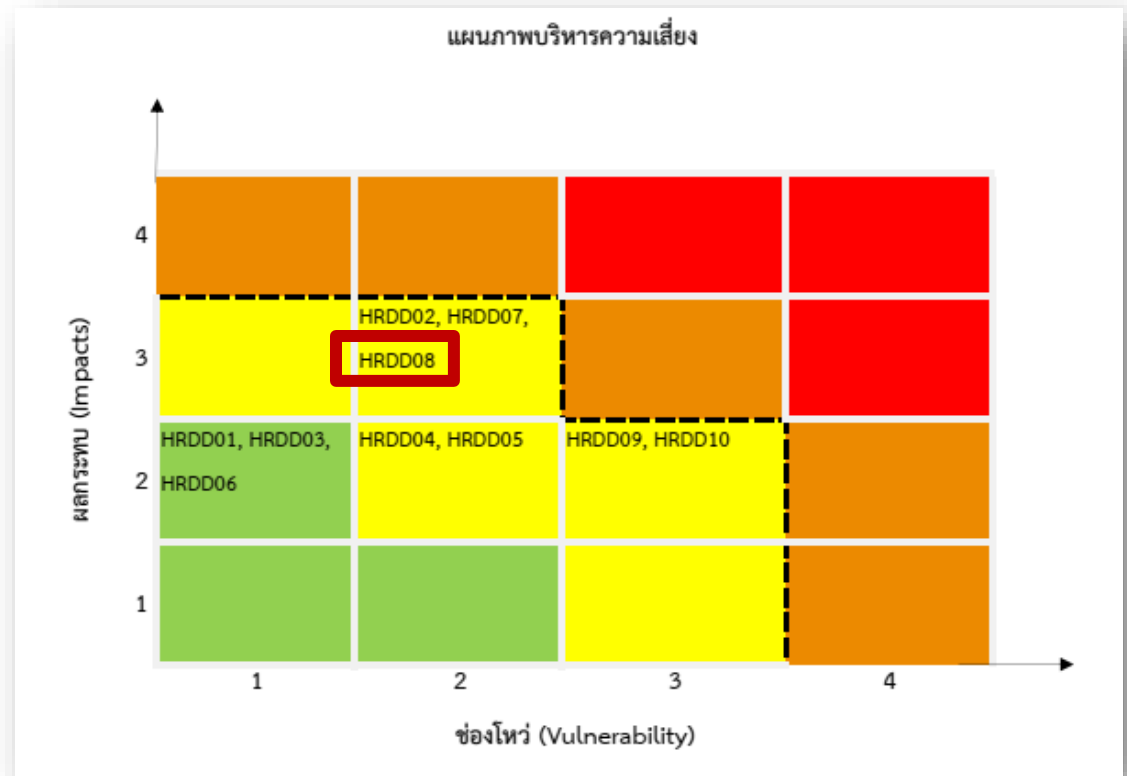
Key Risk Issues

6. Risks Concerning Human Rights Standards in the Supply Chain

- **Impact:** Potential damage to the organization's reputation if human rights violations are found in the supply chain

- **Mitigation:** Vetting and selecting suppliers in line with human rights standards
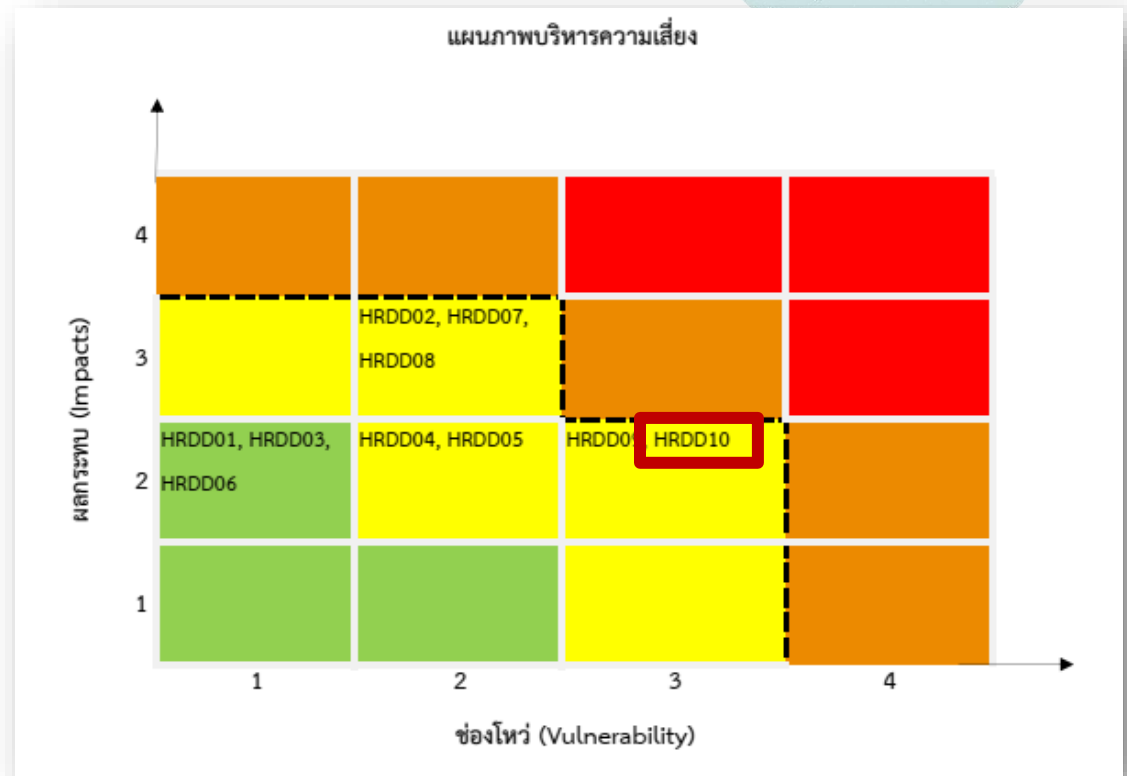

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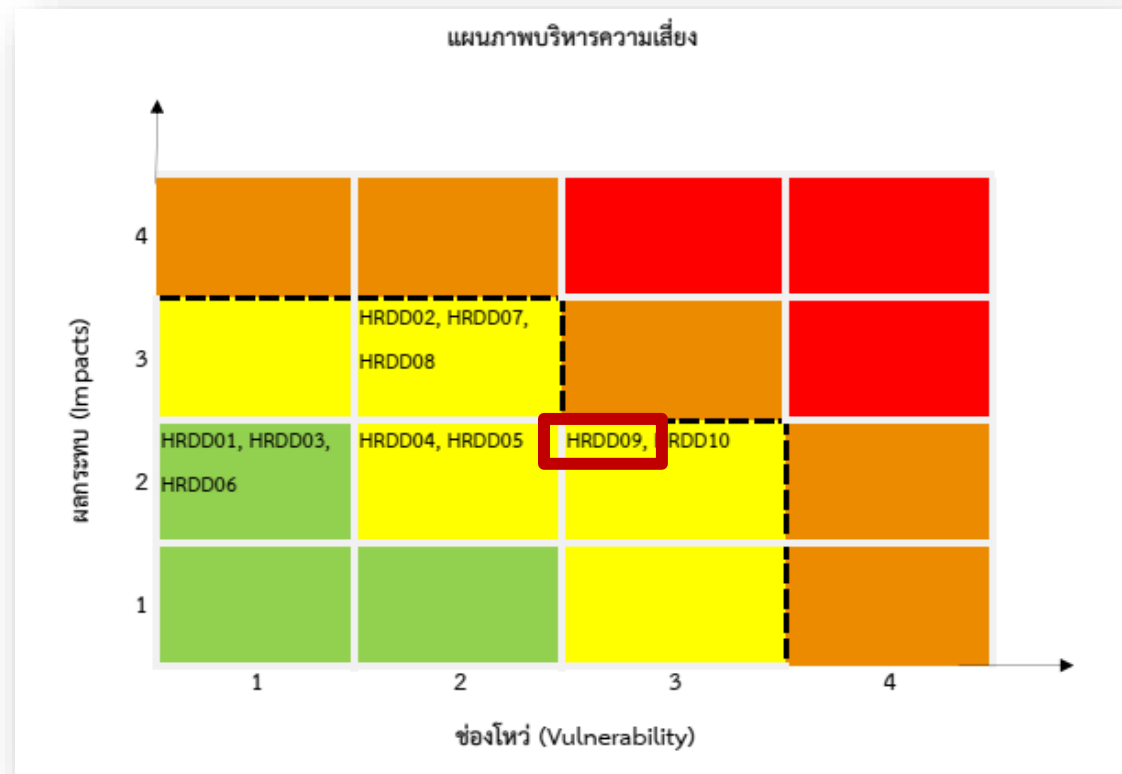
Key Risk Issues

7. Inadequate Human Rights Audits

- **Impact:** Labor and environmental issues may be overlooked

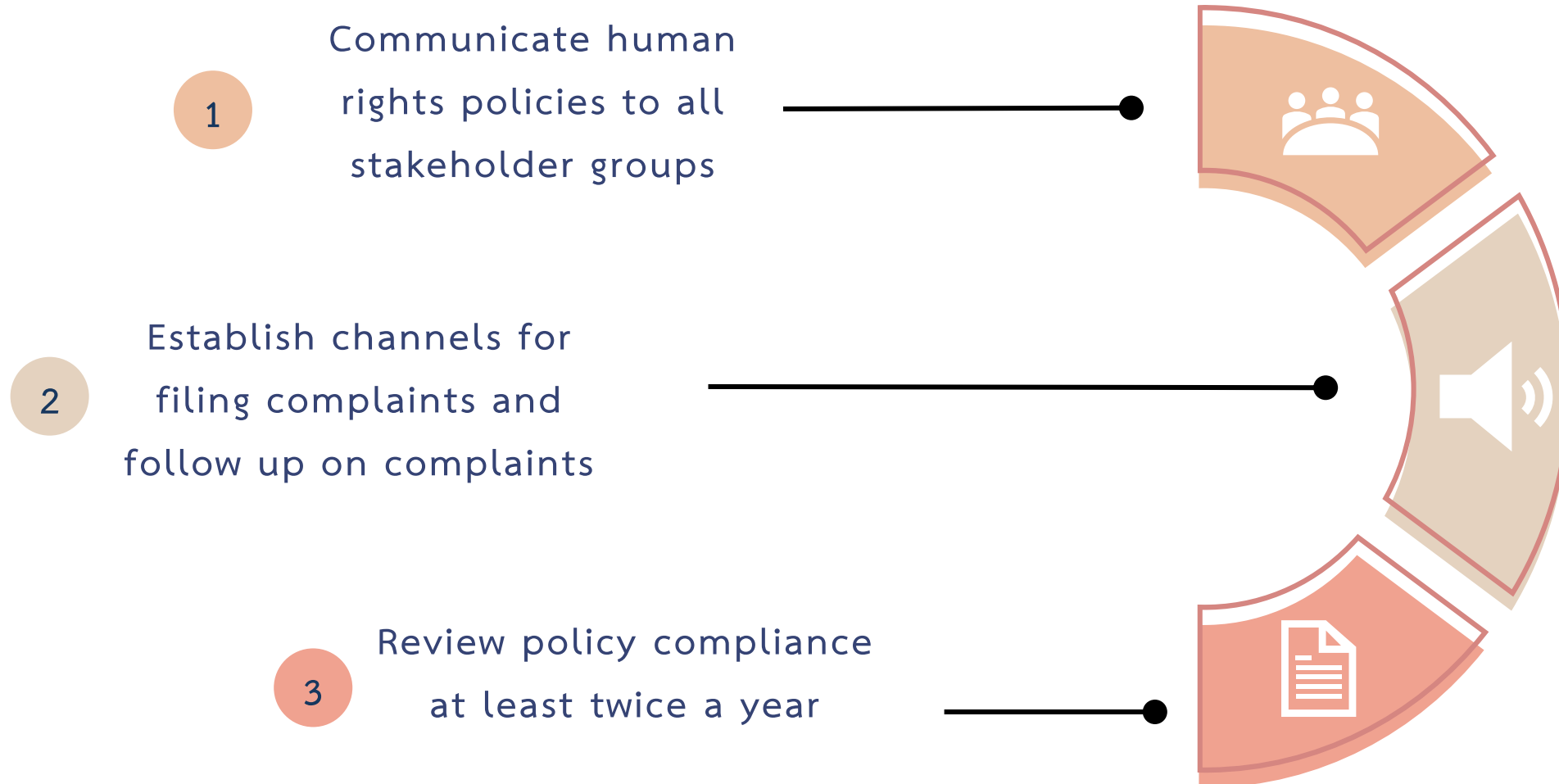- **Mitigation:** Improve the audit process to cover all aspects

แผนภาพบริหารความเสี่ยง

Risk Mitigation and Preventive Mechanisms

Risk Mitigation and Preventive Mechanisms

1 Communicate human rights policies to all stakeholder groups

2 Establish channels for filing complaints and follow up on complaints

3 Review policy compliance at least twice a year

Remediation

Remediation

- Arrange clear channels for receiving complaints and whistleblowing

- Have measures in place to prevent recurrence, e.g. training and policy improvements

Summary

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Most of the risks in 2024 were at the "Tolerable" level

The Company is firmly committed to continuously improving its human rights risk management process

Recommendations

Recommendations

01
Develop business practices that are in line with human rights principles for sustainability

02
Increase organization-wide communication of human rights policies

THANK YOU