



Human Rights Policy	Reference number : SRMD 09/2020
	Review date : 26 July 2023
	Approval date : 26 July 2023
	(Executive Board Meeting No.3/2023)
	Effective date : 26 July 2023
	Supersede date : 29 June 2022

This policy provides a framework for human rights management of Berli Jucker Public Company Limited and the group company (hereinafter referred to as "BJC Group"). Since, BJC Group is conscious of the importance and value of human rights, BJC Group is actively committed to meet the implementation requirements and the expectations of international and national human rights and labor accepted standards, including the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principle on Business and human rights of all of our stakeholders.

Policy Scope

This policy applies to the business operations under Berli Jucker Public Company Limited and its subsidiaries.

BJC Group oversees the management of human rights in accordance with the rules, regulations, laws, and international guideline by specifying measures and practices to prevent human rights violations. Those approaches to human rights management are summarized as follows:

Guidelines

Staff and operation processes

1. All employees must strictly comply with international rules, regulations, laws, and company’s code of conduct that related to human rights and labor practices.
2. Promoting all employees and stakeholders to greater awareness, knowledge and understanding in respecting of human rights, in addition encourage everyone to work happily and safely in accordance with the corporate culture.
3. Respecting and valuing the different age, physical disability, race, gender, sexual orientation, color skin, original country, as well as marital status.
4. Conducting business with responsibility towards community, society, and environment in order to promote community rights, local traditions, and equality among society.



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Customers

Placing importance to provide equal standard of services to all customers by non-discrimination against customers based on age physical disability, race, ethnicity, gender, color skin, religion, and nationality, country of origin or cultural background, including marital status.

Suppliers

1. Conducting standard of business to all suppliers (vendors, contractors, etc.) equally and respect the dignity and privacy of suppliers.
2. Supporting suppliers to participate in ethical business practices by respecting human rights and equality, including risk assessment and appropriate risk management guidelines or control measures for human rights violations.

Business Partners and Joint Ventures

1. Conducting standard of business to all business partners and joint venture equally and respect the dignity and privacy of them.
2. Setting and communicating guidelines to support joint ventures and business value chain to be participate in conducting ethical business regarding human rights and equality, including risk assessment and appropriate risk management guidelines or control measures for human rights violations.

Action plan to achieve human rights goal

1. Setting and communicating guidelines to those involved in conducting business throughout business value chain, along with business partners, joint ventures, suppliers to create greater awareness and understanding. All stakeholders are treated in accordance with relevant legislation, regulations and directives related to this policy.
2. Developing and reviewing Human Rights Due Diligence (HRDD) process in order to proactively identify and mitigate impacts and risks relating to respecting human rights and follow up the management of human rights violations as well.



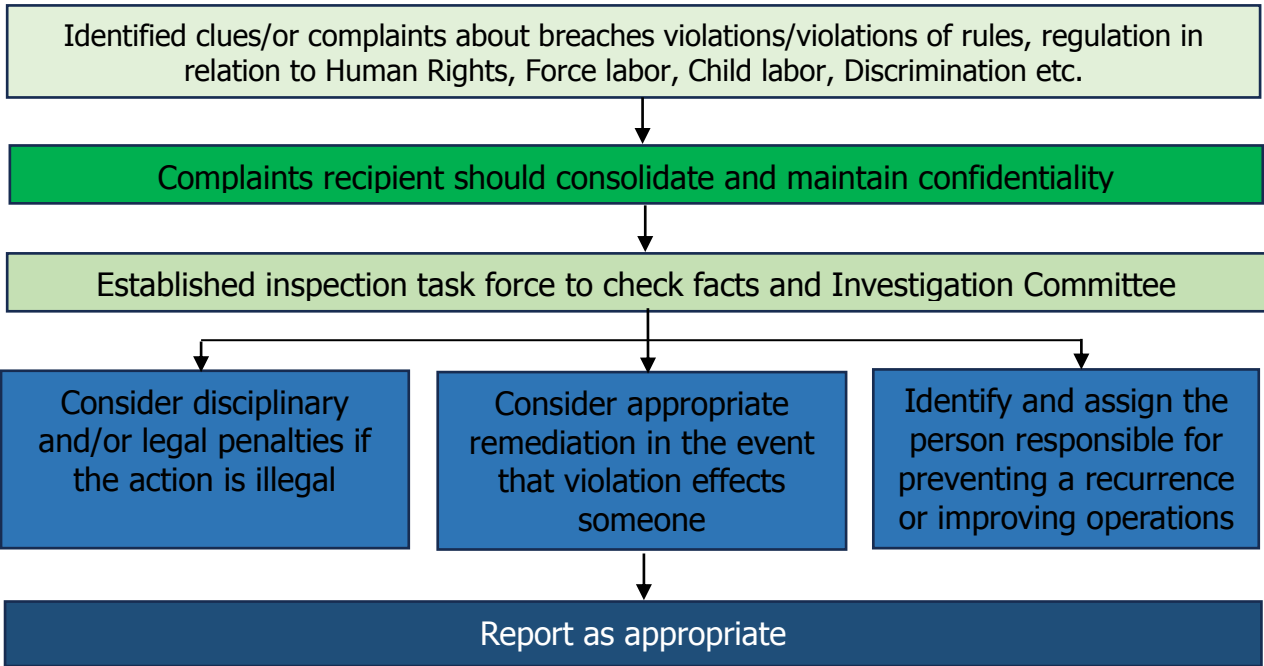
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3. BJC Group supports freedom of associations, respecting individual's right to join or leave labor union or other organizations voluntarily, and the rights to take collective actions for the benefits of the employees, as long as they are not against the law, company regulations and not violating the rights of the others.
4. Supporting the measures that lead to elimination and prevention of human trafficking, forced labor and child labor.
5. Conduct fair and transparent recruitment process, free from discrimination against all employees, ensuring that all employees are entitled to equal career development opportunities and receive equal remunerations from the company group.
6. Established appropriate employee working hours guideline, in line with labor laws requirements, including appropriate compensation and overtime pay, according to the actual working hours at the wage rate set by the law.
7. Focusing on occupational health and safety standards in compliance with the law and Safety, Occupational Health, and Working Environment Policy. Providing safe working environment and process for employees.
8. All employees must monitor any actions that considered as human rights abuses and violation and report to supervisor or responsible person through channels specified by BJC Group, including cooperate in the investigation of facts. BJC Group will pursue effective solution to mitigate any adverse human right impacts and protect person who report information with appropriate protection measures.
9. Human rights violators are considered as code of conduct violation which considered to have punishments in accordance with the regulations by BJC Group and may be punished according to the law if the act is illegal.

Any violation of the laws, rules, regulations, ethics, or this policy, or permitting subordinates to violate them, executives, committees, and employees must report directly to the company's given channels. The company has clearly defined policies, processes, and measures to protect whistleblowers. When internal or external parties suspect or believe that laws, regulations, Human Rights, or ethics are being violated, they can report through the channels provided. The Investigation Committee and/or Inspection Taskforce, comprised of representatives from Human Resources, Group Audit Department, Legal, and the relevant Head of Business Unit where the incident occurred, will then carry out the procedures in accordance with Corporate's Whistleblowing Policy and the BJC Code of Conduct. BJC's corporate-wide whistle blowing system are shown as illustrated below.



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The Human Rights Policy will be effective from 26 July 2023 onwards.