



## Human Rights Policy

### The Electricity Generating Public Company Limited

As a leading company that sustainably generates electric power in Thailand and abroad, the Electricity Generating Public Company Limited, or EGCO, promotes and encourages respect of human rights throughout the company. EGCO also expects executives and employees in all levels to respect human rights of all stakeholders in order to ensure that the basic rights of all stakeholder groups are respected equally.

This Human Rights Policy applies to all companies where EGCO has management control. Additionally, the Policy encourages joint ventures, business partners, suppliers, and all stakeholders to be aware of and act in alignment with the principles expressed in this Policy:

1. Adherence to this Human Rights Policy in all business activities in alignment with the United Nations Universal Declaration of Human Rights (UNDHR) and the Core Conventions of the International Labour Organization (ILO Conventions).
2. Conducting all business activities while avoiding directly and/or indirectly creating adverse impacts towards the human rights of rights holders, such as employees, communities, stakeholders of suppliers and business partners, and customers.
3. Upholding human rights and the human dignity of all rights holders equally.
4. Inspecting human rights issues in all of its business activities, including direct impacts from own operations and impacts that EGCO may be involved in or have a role in supporting in every area of operation.
5. Communicating and ensuring understanding for all stakeholders in its business value chain, including subsidiaries, joint ventures and suppliers and business partners.

EGCO's Management shall continuously drive and support all necessary activities to achieve the results outlined above by the policy.

For your acknowledgement and comply accordingly

Effective May 31, 2019

A handwritten signature in black ink, appearing to read 'Witoon Kulcharoenwirat', written in a cursive style.

(Mr. Witoon Kulcharoenwirat)

Chairman of the Board of Directors

## The implementation guidelines for Human Right Policy Framework

### Scope

This Human Rights Policy applies to all directors, executives, and employees across EGCO's operations, subsidiaries, and joint ventures. The Policy demonstrates how we respects human rights of our employees, suppliers, contractors, sub-contractors, governments, customers, and local communities around EGCO's operations. EGCO commits to respect human rights and comply with the laws and regulations governing the protection of human rights at the national and international levels.

EGCO commitments to prevent and respect human rights include non-discrimination treatments, anti-harassment, as well as prohibiting child labor, forced labor, human trafficking, and promote the right to freedom of association, collective bargaining and equal remuneration, and other rights. All relevant right holders must adhere to these human rights principle.

Partners that are not directly under EGCO operational responsibility, such as, business partners, suppliers, contractors and group companies in which EGCO has a substantial involvement, are expected to maintain their own performance standards that align with the EGCO Sustainability Management.

### Definition

**EGCO:** This refers to the Electricity Generating Public Company Limited, including subsidiaries and joint ventures where EGCO has management control.

**Employee:** This refers to EGCO's employees who are employed under employment contracts in all positions.

**Business Partners:** This refers to agents, lobbyists and other intermediaries, associate companies, joint venture and consortia partners, governments, customers, and clients.

**Suppliers:** This refers to companies, individuals, or groups of individuals who are responsible for supplying raw materials, equipment, and services for EGCO. This includes suppliers, contractors, sub-contractors, brokers, consultants, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, and wholesalers.

**Customers:** This refers to Electricity Generating Authority of Thailand (EGAT), government agencies in which the countries that EGCO has its operations, electricity trading market, and companies that purchase products and services from EGCO.

**Community:** This refers to local government and local communities around EGCO operations.

## **Guidelines**

EGCO regularly conducts human rights due diligence in accordance with the UN Guiding Principles on Business and Human Rights (UNGP), Principles of the United Nations Global Compact (UNGC), United Nations Universal Declaration of Human Rights (UNDHR), and the Core Conventions of the International Labour Organization (ILO Conventions).

EGCO due diligence process includes human rights risk assessment in EGCO operations, subsidiaries, and joint ventures and its value chain or activities related to its business. Human rights issues and criteria are also used as assessment criteria in merger and acquisition, joint venturing, or any new business investment. Human Rights mitigation and remediation are implemented where risks have been identified.

The human risk assessment covers several right holders and vulnerable groups such as women, children, indigenous people in the country where we operate, migrant labour, third party contracted labour, disabled people, pregnant women, and LGBTQI+ that are subjected to human rights violations.

EGCO actual and potential human rights issues are categorized as outlined below.

### **Labour Rights**

- Promote non-discrimination treatment and anti-harassment by accepting of diversity within the company, including the employment of individuals with disabilities, and recruitment of employees with knowledge and capacities that are appropriate for working in particular fields,
- Support proper and safe employment practices that allow employees to work to their full potential without having to compromise their physical and/or mental health through the establishment of the welfare committee and the occupational health and safety committee, which both take responsibility in managing and ensuring compliance with relevant labour laws and regulations, and
- Respect all employees' and workers' freedom of expression and freedom of association and collective bargaining, and ensuring equal remuneration and access to grievance mechanisms and channels to provide suggestions.

### **Suppliers and Business Partners Rights**

- Encourages suppliers and business partners to conduct their business activities in compliance with labour laws and international labour standards, including fair working hours and fair compensation,
- Prevent use of illegal labour, including forced labour, human trafficking, child labour, among suppliers and business partners by adhering to principles of business ethics and using employment contracts that are clear and fair,
- Support good employment, and provide employees with appropriate personal protective equipment in the practices of suppliers and business partners, and
- Encourage employees of suppliers and business partners to obtain knowledge through safety training programs, and strictly comply with safety guidelines.

### Community and Environment Rights

- Committed to operating its businesses responsibly through giving due consideration towards potential impacts on communities and the surrounding environment. EGCO has announced its Environmental Policy, together with guidelines on conducting business activities while minimizing environmental impacts as much as possible, and
- Strengthen positive relationships with all stakeholders, and for fair and transparent treatment of stakeholders in order to prevent violations of stakeholders' rights.

### Customer Rights

- Promote and prioritize customers' safety by providing personal protective equipment for customers while they are onsite within EGCO's areas of operations, and
- Respect customers' right to privacy by effectively managing personal data with a system that strictly prevents data leaks, with practices based on EGCO's policy on information security as the main guideline.

EGCO has established various policies and management controls in accordance with human rights principles. Examples of such policies and management controls include:

- Treatment of Stakeholders Policy
- Fair Performance Evaluation Policy
- Occupational Health, Safety, and Environment Policy
- Shareholder rights and equal treatment of shareholders
- Internal controls, risk management, and business ethics
- Prevention of conflict of interest
- Disclosure and transparency
- Anti-Corruption Policy

EGCO has tracked, monitored, and assessed its human right risks, as well as developed whistleblowing and complaint channels to gather issues and concerns related to human rights violations. Results gathered from these channels will be used to inform improvements, and publicly disclosed in Annual Report.