



Announcement No. 020 / 2017

Subject : Policy on Human Rights

IRPC and its affiliates (IRPC Group) is committed to human rights principles as their common business guidelines entailing all stakeholders, including employees, communities, society, business partners, and suppliers in the group's supply chains, as well as rights to natural resources and the environment. It declares its human rights policy for group executives and employees to observe so as to ensure that group businesses are engaged with prudence and without violating or affecting human rights, directly or indirectly. Finally, such businesses must not promote or involve human rights violation.

1. Respect for human rights principles

Respect human rights principles, which form any individual's fundamental rights and liberty. Pay due regard to human dignity. Safeguard individual rights and liberty together with personal information. Honor one another with fair treatment. Promote diversity. Refrain from discrimination on the grounds of gender, race, religious belief, political view, or any other social status. IRPC Group must observe Thai laws and the laws of each country where it does businesses, as well as international human rights principles, namely the UNGC, Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and ILO Declaration on Fundamental Principles and Rights at Work.

2. Human rights due diligence

Regularly verify itself for corporate human rights risks and repercussions on itself and its stakeholders while managing and defining approaches/measures for prompt, suitable risk management. To this end, all units are to supervise, examine, and manage all risks within their authority.

- **Customers' rights:** Customers must receive products and services of high quality and suitable prices under fair terms while taking into account consumer and public safety. Be committed to producing satisfaction and assurance for customers and the consuming public for products and services that are of high quality and safety standards. Finally, establish channels for customers' feedback and complaints on any problematic matters as well as human rights matters.
- **Environmental responsibility:** Establish project environmental, social and health impact assessment (EIA/HIA) processes, as well as processes for any group actions potentially harming communities and the environment. Define preventive measures and compliance with the terms or guidelines imposed by applicable regulators.
- **Responsibility to communities and society:** Strive for healthy local relations while improving communities' quality of life and living conditions and promoting feedback on group businesses that proves constructive to communities, society, and the environment.

3. Labor rights

Treat all employees fairly under employment terms that comply with the law and customs. Hire no illegal labor and refrain from forced overtime work without employees' consent. Refrain from violation or threats of all forms. Establish suitable training and skill development leading to equal opportunities, free of discrimination. Particularly value the rights of individuals that are physically vulnerable, including the handicapped and pregnant women. Advocate the exercising of freedom to form labor unions and negotiate or express any gestures by labor unions under labor laws.

4. Security and safety of individuals and properties

Safeguard individuals and properties at and around IRPC Group's sites. Support security, safety, and occupational health guidelines and processes to prevent violation of human rights principles.

5. Employment and hiring by IRPC Group and its business partners in their supply chains

Manage and actively examine the employment and hiring of labor by IRPC Group and its business partners in their supply chains to ensure that such actions respect and comply with human rights principles. To this end, prevent violation, remain alert to violation, and refrain from conspiring to violate human rights. If possible, take part in encouraging business partners throughout the supply chains to treat their respective employees, stakeholders, and business partners in a way that respects human rights and aligns with international human rights principles, and similarly in their community interactions. Finally, value such rights of those physically vulnerable, including children, the handicapped, pregnant women, and the elderly.

6. Human rights education for employees

Stage training and communication to produce awareness. Promote understanding of human rights principles among employees, particularly in units or among those whose jobs are liable to such violation.

7. Complaint handling and whistleblower protection

Put in place whistleblowing channels for violations of human rights. Establish verification processes for complaints together with measures to ease or remedy repercussions. Finally, compensate fairly for any harm done.

Please be acknowledged and strictly adhered accordingly

Announced as at 25 December 2017

(Mr. Sukrit Surabotsopon)
President