



## **IRPC Public Company Limited**

### **Human Rights Policy**

**2026**

IRPC Public Company Limited and its subsidiaries (IRPC Group) “IRPC” or “Company” places importance on the respect, protect, and relief in alignment with the universal principles of Human Rights to ensure that IRPC Group’s businesses throughout the supply chain are engaged with prudence and without violating or affecting human rights, directly or indirectly. Hereby, IRPC declares the Policy on Human Rights for IRPC Group’s executives and employees as their guidelines in operations, as follows:

#### **Principles**

IRPC Group is aware of individual’s fundamental rights, dignity, and equality; therefore, IRPC Group has fairly treated all employees without discrimination to fully foster its employees to unleash their potential in works. In addition to respecting human rights, IRPC Group also advances labor practices to comply with international standards by stipulating principles in compliance with the Human Rights Policy to be practiced as a guideline in operations. Furthermore, IRPC Group has also communicated the Human Rights Policy to the Board of Directors, executives, and employees to be informed regularly and thoroughly to ensure effective practices and promote critical awareness.

IRPC Group expects its suppliers, business partners, contractors, goods and service providers, and any persons acting on behalf of IRPC Group to uphold and comply with internationally recognized human rights principles in accordance with this Policy, and to support the promotion of respect for human rights throughout IRPC Group’s business value chain.

#### **Scope**

This Human Rights Policy applies to all directors, executives, and employees of IRPC Group, and serves as an operational framework for subsidiaries, suppliers, business partners, contractors, service providers, agents, as well as any individuals or organizations acting on behalf of IRPC Group. All relevant parties are expected to uphold and comply with the human rights principles set forth in this Policy throughout the business value chain.

IRPC Group expects relevant stakeholders to conduct business and perform their duties with respect for human rights, in compliance with applicable laws, regulations, and relevant standards, and to avoid causing, contributing to, or supporting human rights violations in any form.

IRPC Group promotes the management of human rights risks, including monitoring, prevention, and mitigation of potential impacts arising from business operations, in order to support respect for human rights throughout the business value chain in an appropriate and continuous manner.

### **Definitions**

|                           |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>“Company”</b>          | means | “IRPC Public Company Limited” or “IRPC”                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>“Subsidiaries”</b>     | means | Companies which IRPC has its controlling power over the business                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>“IRPC Group”</b>       | means | Company and subsidiaries                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>“Stakeholders”</b>     | means | Individuals, groups of individuals, or organizations that may be affected by IRPC Group’s business operations, or may affect IRPC Group’s ability to conduct its business. This includes, but is not limited to, employees, shareholders, investors, customers, consumers, suppliers, business partners, contractors, creditors, government agencies, communities, local people, civil society organizations, and society                                                                      |
| <b>“Vulnerable Group”</b> | means | Groups of people whom potential human rights issues arising from the company's operations or any activities related to the company than the general population, or who may face limitations in accessing and exercising their rights. This includes, but is not limited to, children, persons with disabilities, the elderly, women, pregnant women, Indigenous Peoples, migrant workers, workers employed through third parties, temporary workers, refugees, local communities, and LGBTQIA+ |

## **1. Principles and Standards**

### **Respect for human rights principles**

The IRPC Group respects human rights principles, which constitute the fundamental rights and freedoms to which every individual is entitled. The Group gives due regard to human dignity, safeguards individual rights and freedoms as well as personal data, and treats all stakeholders with fairness, equality, and respect. The IRPC Group also promotes diversity, equity, and inclusion (DEI), respects and embraces

individual differences, and prohibits all forms of discrimination, exclusion, or unfair treatment on the basis of gender, age, race, nationality, religion, language, political opinion, disability, employment status, social status, or any other status protected under applicable laws and internationally recognized human rights principles.

The IRPC Group is committed to conducting business responsibly in accordance with the principles of Responsible Business Conduct, and complies with applicable laws, regulations, and requirements of Thailand and all countries in which the Group operates. The Group also supports the implementation of Thailand's National Action Plan on Business and Human Rights (NAP), and adheres to human rights principles and internationally recognized standards, including but not limited to:

- (1) UN Guiding Principles on Business and Human Rights (UNGPs)
- (2) UN Global Compact (UNGC) and Universal Declaration of Human Rights (UDHR)
- (3) OECD guidelines for multinational enterprises
- (4) International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- (5) International Covenant on Civil and Political Rights (ICCPR)
- (6) International Covenant on Economic, Social and Cultural Rights (ICESCR)
- (7) Convention on the Elimination of All Forms of Discrimination against Women
- (8) Convention on the Rights of the Child
- (9) International Convention on the Elimination of All Forms of Racial Discrimination
- (10) Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- (11) Convention on the Rights of Persons with Disabilities

## **2. Roles and Responsibilities**

### **2.1 Board of Directors**

- Conduct the development of human rights policy and guideline to forge a culture of good practice and prevent human rights violations
- Conduct the inspection and the comprehensive Human Rights Risk and Impact Assessment (Human Rights Due Diligence)
- Review reports on compliance with human rights policy and guidelines, as well as providing advice to the management body for further improvement

### **2.2 Executives and management**

- Establish an operation unit to responsible for human rights issues, including the allocation of necessary resources.

- Conduct the human rights policy implementation, including remedy measures, as well as improving its efficiency in operations, and ensuring that the implementation outcomes are reported thoroughly and consistently
- Require audit process and Human Rights Risk and Impact Assessment (Human Rights Due Diligence)
- Report outcomes of the Human Rights Policy implementation to the Board of Committee periodically

### 2.3 Responsible functions for human rights implementations

- Apply the human rights policy and guideline
- Communicate, publicize, create knowledge and understanding on human rights policy for employees and stakeholders throughout the supply chain to adhere to the policy strictly
- Implement an auditing process and Human Rights Risk and Impact Assessment (Human Rights Due Diligence)
- Monitor, evaluate, and report on human rights performance, including the effectiveness of measures to prevent, mitigate, and remedy human rights impacts, to management on a regular basis.

### 2.4 Employees

- Understand the roles, duties and responsibilities and perform duties in accordance with the human rights policy and guidelines.
- Support and cooperate in the prevention of human rights violations, such as reporting on suspicious incidents, or implied in violation of human rights through the channels established by the Company.

### 2.5 Suppliers, Business Partners, and Contractors of IRPC's Group

- Respect human rights and comply with applicable laws, uphold the principles of this Human Rights Policy, and cooperate in human rights due diligence processes, including the assessment of human rights risks and impacts.

## 3. **Human Rights Management Approach**

### **3.1 Human Rights Risk and Impact Assessment (Human Rights Due Diligence)**

Conduct a comprehensive and ongoing Human Rights Due Diligence (HRDD) process, covering the identification and assessment of actual and potential human rights risks and impacts, the prevention and mitigation of impacts, monitoring, communication of performance, and the provision of appropriate and accessible grievance and remediation mechanisms in line with international principles.

Regularly identify and assess actual and potential human rights risks and impacts arising from business operations on all stakeholder groups, including vulnerable groups, and establish appropriate and timely measures to prevent, mitigate, and manage such impacts.

The HRDD process shall cover IRPC Group's business operations and value chain, including subsidiaries, suppliers, business partners, contractors, goods and service providers, as well as significant investment activities and business transactions, such as mergers, acquisitions, and joint ventures, where relevant.

Human rights risk and impact assessments shall cover salient human rights issues, including but not limited to forced labor, child labor, human trafficking, freedom of association, the right to organize and collective bargaining, discrimination, harassment, fair remuneration, working hours, occupational health and safety, personal data privacy, rights to land and natural resources, rights of local communities, rights of Indigenous Peoples, and other human rights issues relevant to IRPC Group's business operations and value chain.

In cases where operations, investment projects, or business activities may affect Indigenous Peoples, traditional communities, ethnic groups, or communities with cultural ties to the land, IRPC Group shall respect their rights to land, natural resources, culture, cultural heritage, and ways of life. IRPC Group shall also conduct appropriate, transparent, and inclusive stakeholder engagement and consultation processes in accordance with relevant international standards, taking into account the principle of Free, Prior and Informed Consent (FPIC), as appropriate to the nature of the activities and the level of potential risks or impacts.

### **3.2 Human Rights Training and Awareness Raising**

IRPC Group has established appropriate training and skills development programs to promote equal opportunities and a workplace free from discrimination. The Company provides training on discrimination and harassment to all employees and has implemented investigation and escalation processes for reporting incidents, as well as disciplinary measures where misconduct is found. In addition to training related to discrimination, IRPC Group also provides human rights training and communicates human rights-related information to raise awareness among stakeholders. The Company promotes knowledge and understanding of human rights principles among its personnel, particularly those working in functions or roles related to human rights risks or exposed to potential human rights violations. IRPC Group also encourages relevant suppliers, business partners, and contractors to enhance their knowledge and understanding of human rights principles and to uphold and comply with such principles.

## **4. Guidelines**

### **4.1 Non-discrimination**

- Respects the human rights of all stakeholders, including vulnerable groups, while taking into account differences in gender, age, race, nationality, religion, language, disability,

political opinion, social status, or any other characteristics, with particular attention to those who may be affected to a greater extent than the general population.

- Zero tolerance for discrimination, as well as the commitment to prevent all forms of harassments, whether sexual harassments and non-sexual harassment.

#### **4.2 Labor and Employment**

- IRPC Group has actively managed and examined its employment and hiring of labor of its business partners and suppliers in IRPC Group's supply chain. This is to assure that they respect their human rights and align with human rights principles, prevent human rights violations, remain alert to these violations, and refrain from conspiring to violate human rights. Furthermore, IRPC Group takes part in encouraging business partners and suppliers throughout the supply chains to treat their respective employees, stakeholders, business partners, and suppliers; in addition, interact with communities in a manner that respects human rights and in accordance with international human rights principles as well as giving importance to the rights of vulnerable groups.

#### **4.3 Treatments to Stakeholders**

##### **(1) Employees**

- IRPC Group places importance on labor rights critically. IRPC group has fairly treated all employees without discrimination under employment terms that comply with the law and customs. IRPC Group has particularly valued the rights of employed individuals, who are vulnerable. Moreover, IRPC Group has advocated exercising the association and right to collective bargaining, and expression of any gestures under labor laws.

##### **(2) Business partners, Suppliers and Value Chain**

- IRPC Group has attempted to prevent violations of its suppliers and business partners' human rights, as well as respect their human rights (i.e. right to equality before the law, equal protection of the law, non-discrimination, and right to own property) by conducting the aforementioned human rights due diligence to identify human rights risks and impacts related to labor, customers/consumers, local communities, and natural resources and the environment.
- IRPC Group encourage suppliers, business partners, and contractors to uphold human rights principles and comply with relevant human rights requirements throughout the business value chain.

(3) Customers/consumers

- IRPC group ensures that customers must receive products and services of high quality and suitable prices under fair terms while taking into account consumer and public safety. IRPC group is also 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, IRPC group has established channels for customers' feedback and complaints on any problematic matters as well as human rights matters.

(4) Community/ local communities/ society/ environment

- IRPC Group has established environmental, social and health impact assessment (EIA/HIA) processes for investment project, as well as processes for any group actions potentially harming communities and the environment. IRPC Group also defines preventive measures and compliance with the terms or guidelines imposed by applicable regulators. Furthermore, IRPC also has encouraged its business partners and suppliers to do similarly in order to prevent human rights impacts related to natural resources and the environment, whereas the rights of local communities, children and women are respected. More importantly, IRPC has provided the high level of importance on resettlement and land acquisition.

(5) Human Rights Defenders

- IRPC group Promote positive relationships with communities and stakeholders by providing appropriate and constructive channels for good-faith expression, participation, and engagement through peaceful means in relation to IRPC Group's business operations.
- Respect the rights of Human Rights Defenders, community representatives, and all stakeholders to express opinions, associate, and participate in good faith, without harassment, intimidation, retaliation, or discrimination arising from the exercise of lawful rights or participation in matters related to human rights, communities, society, and the environment.

**4.4 Security and safety of individuals and properties**

- Establish appropriate security measures to protect individuals, communities, and assets, with due consideration for respect for human rights and in alignment with the Voluntary Principles on Security and Human Rights (VPSHR) or other equivalent international standards.

- Ensure that security personnel, security contractors, and relevant persons are communicated with, trained, and required to perform their duties with consideration for the use of force only when necessary and proportionate, the avoidance of violence, non-discrimination, respect for human dignity, and the prevention of human rights violations.

#### **4.5 Land Rights, Natural Resources, and Rights of Indigenous Peoples**

- Respect the rights to land, customary land tenure, natural resources, and cultural rights of communities and Indigenous Peoples. IRPC Group shall avoid activities that may cause involuntary resettlement, loss of livelihood land, or loss of community ways of life.
- In cases where significant impacts may arise, IRPC Group shall conduct appropriate consultation and engagement processes with affected stakeholders and uphold the principle of Free, Prior and Informed Consent (FPIC) in accordance with relevant international standards.

#### **4.6 Project Closure and Decommissioning**

- Assess potential human rights, social, environmental, and economic risks and impacts arising from the termination, scale-down, closure, or significant change of operations, projects, or business activities. IRPC Group shall conduct consultation and engagement with relevant stakeholders and establish appropriate, fair, and timely measures to prevent, mitigate, or remedy potential impacts, while taking into account a responsible transition for affected stakeholders.

### **5. Complaint handling, whistleblower protection and remediation**

IRPC group has put in place whistleblowing channels for violations of human rights. IRPC group has established the verification processes for human rights complaints together with measures to ease or remedy repercussions. Finally, IRPC group remedies and compensates all affected people of human rights impacts fairly.

IRPC Group shall establish an independent, appropriate, and auditable governance mechanism for overseeing and considering complaints. Where appropriate, qualified persons, experts, or independent external parties may be engaged to participate in fact-finding, consideration, or advisory processes to enhance confidence that complaint handling and remediation are conducted fairly, transparently, and free from conflicts of interest.

## **6. Monitoring and Review**

This Policy shall be monitored and reviewed for its appropriateness on a regular basis, at least once a year, or when significant events occur that may affect business operations, to ensure alignment with applicable laws, international standards, the changing business environment, and evolving good corporate governance practices.

Any amendments to this Policy shall be submitted to the Corporate Governance and Sustainability Committee for consideration and endorsement prior to submission to the Board of Directors for approval.

## **7. Policy Communication and Implementation**

IRPC Group is committed to communicating and promoting awareness and understanding of this Human Rights Policy among directors, executives, employees, suppliers, business partners, contractors, and relevant stakeholders, as appropriate and on an ongoing basis. This is to support the application of human rights principles in business operations, decision-making, and work practices throughout the business value chain.

Announced and effective on 15 September 2026



(Asst. Prof. Dr. Chaipayorn Puprasert)

Chairman

Note: This policy has been approval by the Board of Directors, at the meeting number 10/2026 on 21 July 2026