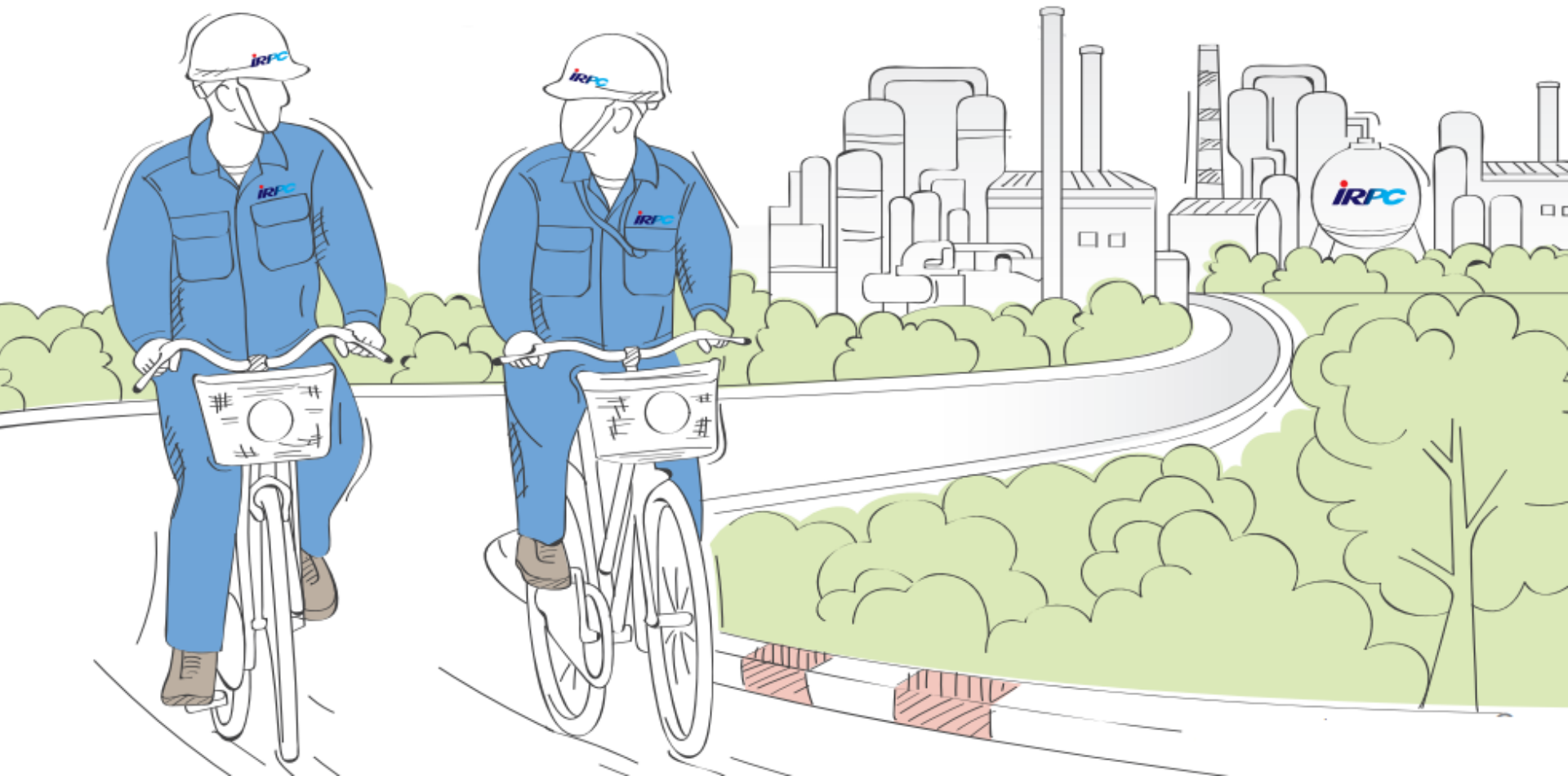


2018 Report on Human Rights





“the Board put its full efforts in performing its roles for the utmost benefit of the company. The Board, jointly with the management, assisted in the development and problem-solving, ensured sufficiency of risk management with proper auditing, and conducted business under good corporate governance, social responsibility, fairness to all stakeholders, and *respect for human rights.*”

A handwritten signature in black ink, appearing to read 'Chansin T.'.

Mr. Chansin Treenuchagron
Chairman

Our Journey

Firstly established a whistle-blowing policy



2010-2015

Develop Human Rights Management System and Human Rights Impact Assessment Guideline



2016

IRPC, as one of leading organizations establish Global Compact Network Thailand Association (GCNT) which emphasize the areas of human rights, labor, the environment and anti-corruption in a national level and serves as a platform to the United Nations in carrying out various activities in accordance to UNGC.

Set up a multilateral committee comprised of representatives from IRPC, Public sector, and government agencies, which helps ensure the understanding and allows any comments from all sectors.

2017

Publishes Human Rights Policy



Conduct IRPC Human Rights Due Diligence Process Impact Assessment throughout the value chain

2018

Human Rights Initial Review and Impact Assessment in-depth value chain level and expand the assessment for the new project



Expand scope of enforcement in Supplier CoC on human rights for non tier-1 suppliers

Human Rights Law and Regulation training for relevant functions



2019

Business Human Rights awareness training to employee, business partners, suppliers, and contractors

Our Respect on Human Rights on our Value Chain



IRPC recognizes the importance of respect to human rights and understands that corporate should be able **to pay respect and make a remedy** in case of violation on human right as a result of business operation to balance stakeholder expectation.



IRPC Stakeholder in Focus throughout the Value Chain



Suppliers and Contractors



Safety and Security



Employees



Community



Environment



Customer

Vulnerable Group :

Indigenous people, migrant labor, community, children, women and girls, disabled persons, and elderly persons



Our Commitments

We commit to human rights principles as their common business guidelines entailing all stakeholders, including employees, communities, society, business partners, and suppliers, as well as rights to natural resources and the environment, in order to serve the requirements as follows;

Requirements for our own operations

We will manage and examine the employment 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.

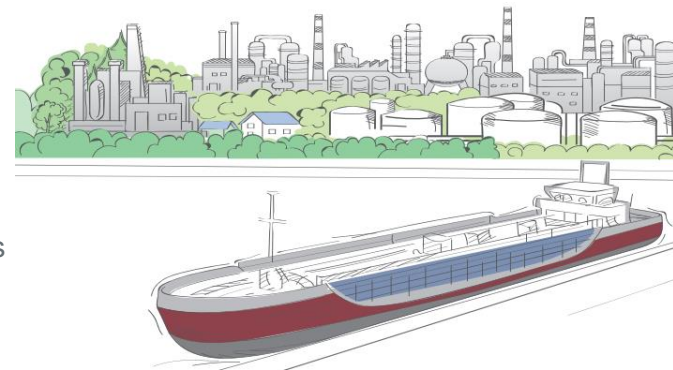
We will treat all employees fairly, hire no illegal labor and refrain from forced overtime work without employees' consent. Refrain from violation or threats of all forms. Establish suitable training and skill development leading to equal opportunities, free of discrimination. Particularly value the 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.

In order to support security and safety of individuals and properties, we will conduct OH&S guidelines and prevent violation of human rights principles. Safeguard individuals and properties at and around IRPC Group's sites.



Requirements for our suppliers

We will manage and actively examine the employment and hiring of labor by 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. We will be encouraging our suppliers to treat their respective employees, suppliers, and business partners in a way that respects human rights and aligns with international human rights principles, and similarly in their community interactions as stated in our Supplier Code of Conduct. Finally, value such rights of those physically vulnerable, including children, the handicapped, pregnant women, and the elderly.



Our Commitments

Requirements for our business partners

We will take part in encouraging our 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.

In order to respect customers' rights, we will ensure that customers must receive products and services of high quality and suitable prices under fair terms while taking into account consumer and public safety. We are 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.



Requirement for our communities and society

We emphasize on environmental responsibility by the establishment environmental, social and health impact assessment (EIA/HIA) processes. Define preventive measures and compliance with the terms or guidelines imposed by applicable regulators. In addition, we take responsibility to communities and society by striving 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.



Our Policy (in Thai and English)

IRPC announced our Human Rights Policy in 2017. The directors, executives, and employees of the IRPC Group companies are to uphold laws on labor and human rights, while respecting labor rights, women's rights, children's rights, and human dignity as well as the liberty and equality of those certified by or protected under Thai and international laws. The Policy applies to all employees in IRPC, subsidiaries, our business partners (suppliers, contractors, customers) and communities which may be affected by the company's activities throughout the value chain to protect and respect the human right and remedy their violations.



ประกาศ บริษัท ไออาร์พีซี จำกัด (มหาชน)

ที่ ๐20 /2560

เรื่อง นโยบายสิทธิมนุษยชน

ของ บริษัท ไออาร์พีซี จำกัด (มหาชน) และกลุ่มบริษัทไออาร์พีซี

บริษัท ไออาร์พีซี จำกัด (มหาชน) และบริษัทในเครือ (กลุ่มไออาร์พีซี) ตระหนักดีว่าสิทธิมนุษยชนเป็นหลักการปฏิบัติร่วมกันในการดำเนินงานของธุรกิจ ตลอดจนผู้มีส่วนได้เสียทุกกลุ่ม อาทิ พนักงาน ชุมชน คู่ธุรกิจ และผู้ที่เกี่ยวข้องในห่วงโซ่อุปทานของกลุ่มไออาร์พีซี และรวมไปถึง สิทธิในทรัพย์สินทางปัญญาและสิ่งแวดล้อม บริษัทฯ ประกาศนโยบายด้านสิทธิมนุษยชนให้ผู้บริหารและพนักงานกลุ่มไออาร์พีซีที่ติดต่อเป็นแบบปฏิบัติ เพื่อเป็นการสร้างเชื่อมั่นว่า การดำเนินงานธุรกิจของกลุ่มไออาร์พีซี เป็นไปด้วยความซื่อสัตย์ ยุติธรรม โปร่งใส ไม่กระทบต่อสิทธิหรือเสรีภาพของบุคคลหรือสิทธิมนุษยชน ซึ่งโดยทางผลหรือโดยทางอ้อม รวมทั้ง ไม่ส่งผลกระทบต่อสิทธิหรือเสรีภาพของบุคคลอื่น

1. การเคารพในหลักสิทธิมนุษยชนอันเป็นสิทธิขั้นพื้นฐานและเสรีภาพที่บุคคลพึงมี ซึ่งมีสาระสำคัญเป็นมนุษย์ ผู้มองสิทธิเสรีภาพส่วนบุคคลและข้อมูลส่วนบุคคล ให้เกียรติและปฏิบัติต่อกันด้วยความเสมอภาคเท่าเทียมกัน ส่งเสริมความหลากหลาย และไม่เลือกปฏิบัติอันเนื่องมาจากความเชื่อหรือ ความแตกต่างด้านเพศ เชื้อชาติ ศาสนา ความพิการทางกายหรือใจ หรือสถานะสังคมอื่นใด โดยกลุ่มไออาร์พีซีต้องปฏิบัติตามบทบัญญัติกฎหมายภายในและ กฎหมายในต่างประเทศที่กลุ่มไออาร์พีซีเข้าไปดำเนินธุรกิจ และหลักสิทธิมนุษยชนสากล อันประกอบด้วย ข้อตกลงระหว่างประเทศว่าด้วยสิทธิมนุษยชน (United Nations Global Compact) ปฏิญญาสากลว่าด้วยสิทธิมนุษยชนขององค์การสหประชาชาติ (Universal Declaration of Human Rights) หลักการพื้นฐานของสหประชาชาติว่าด้วยการดำเนินงานธุรกิจและสิทธิมนุษยชน (UN Guiding Principles on Business and Human Rights) ปฏิญญาว่าด้วยหลักการและสิทธิขั้นพื้นฐานในการดำเนินงานขององค์กรระหว่างประเทศ (ILO Declaration on Fundamental Principles and Rights at Work)

2. การทวนสอบสถานะเพื่อระบุความเชื่อมโยงสิทธิมนุษยชนอย่างรอบด้าน (Human Right Due Diligence) ทวนสอบสถานะเพื่อระบุความเชื่อมโยงสิทธิมนุษยชนขององค์กร และผลกระทบที่มีต่อองค์กรและผู้มีส่วนได้เสียอย่างสม่ำเสมอ พร้อมทั้ง บริหารจัดการ กำหนดยุทธศาสตร์ มาตรการในการบริหารจัดการความเสี่ยงอย่างทัน่วงทันและเหมาะสม โดยให้ทุกหน่วยงานมีหน้าที่กำกับดูแล ตรวจสอบ และบริหารความเสี่ยงที่อยู่ในความรับผิดชอบของตนที่เกี่ยวข้องกัน

- สิทธิของลูกจ้าง ให้ลูกจ้างได้รับผลิตภัณฑ์และบริการที่มีคุณภาพ ในระดับราคาที่เหมาะสม และส่งเสริมให้ทีมบริหาร รวมถึง คำนึงถึงความปลอดภัยของผู้บริโภคและสาธารณะ และมุ่งมั่นในการสร้างความพึงพอใจและความเชื่อมั่นให้กับลูกค้า และประชาคมผู้บริโภครวมถึง ได้รับผลิตภัณฑ์

3. การบริหารความเสี่ยง และจัดการผู้มีส่วนได้เสีย จัดให้มีกระบวนการประเมินความเสี่ยงทั้งระดับองค์กร และระดับปฏิบัติการระดับสายงาน โดยพิจารณาถึงผลกระทบที่อาจเกิดขึ้นจากกิจกรรมขององค์กร และผลกระทบต่อสังคมและสิ่งแวดล้อม โดยพิจารณาถึงผลกระทบที่อาจเกิดขึ้นจากกิจกรรมขององค์กร และผลกระทบต่อสังคมและสิ่งแวดล้อม โดยพิจารณาถึงผลกระทบที่อาจเกิดขึ้นจากกิจกรรมขององค์กร และผลกระทบต่อสังคมและสิ่งแวดล้อม

ประกาศ ณ วันที่ 25 ธันวาคม 2560

(นายสุภรณ์ สุราษฎร์ธานี)
กรรมการผู้จัดการใหญ่



Announcement No. ๐20 / 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.

employment terms that comply with the law and customs. Hire no illegal labor without employees' consent. Refrain from violation or threats of all human rights principles. Do not employ individuals who are physically vulnerable, including the handicapped and pregnant women, to form labor unions and negotiate or express any gestures by labor

Individuals and properties

Respect and support security, safety, and health of individuals and properties at and around IRPC Group's sites. Support security, safety, and health of individuals and properties as to prevent violation of human rights principles.

IRPC Group and its business partners in their supply chains

Respect and hire of labor by IRPC Group and its business partners actions respect and comply with human rights principles. To this end, refrain from violating or threatening human rights. If possible, take part in the supply chain to respect their respective employees, stakeholders, and man rights and aligns with international human rights principles, and Finally, value such rights of those physically vulnerable, including communities, society, 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

IRPC Human Right Management Framework



Human Rights was one element in **PTT Group Sustainability Management Framework**, is now developing to Human Rights Management System (HRMS) adopted as a framework for IRPC Group



Human Rights Management System (HRMS)

โครงการบริหารจัดการความยั่งยืนกลุ่ม ปตท.

สรรสร้างนวัตกรรม
สู่สังคมยั่งยืน

MEMBER OF
**Dow Jones
Sustainability Indices**
In Collaboration with RobecoSAM



Human Rights Management System



IRPC's Policy on Human Rights

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 chain, 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

Commitment

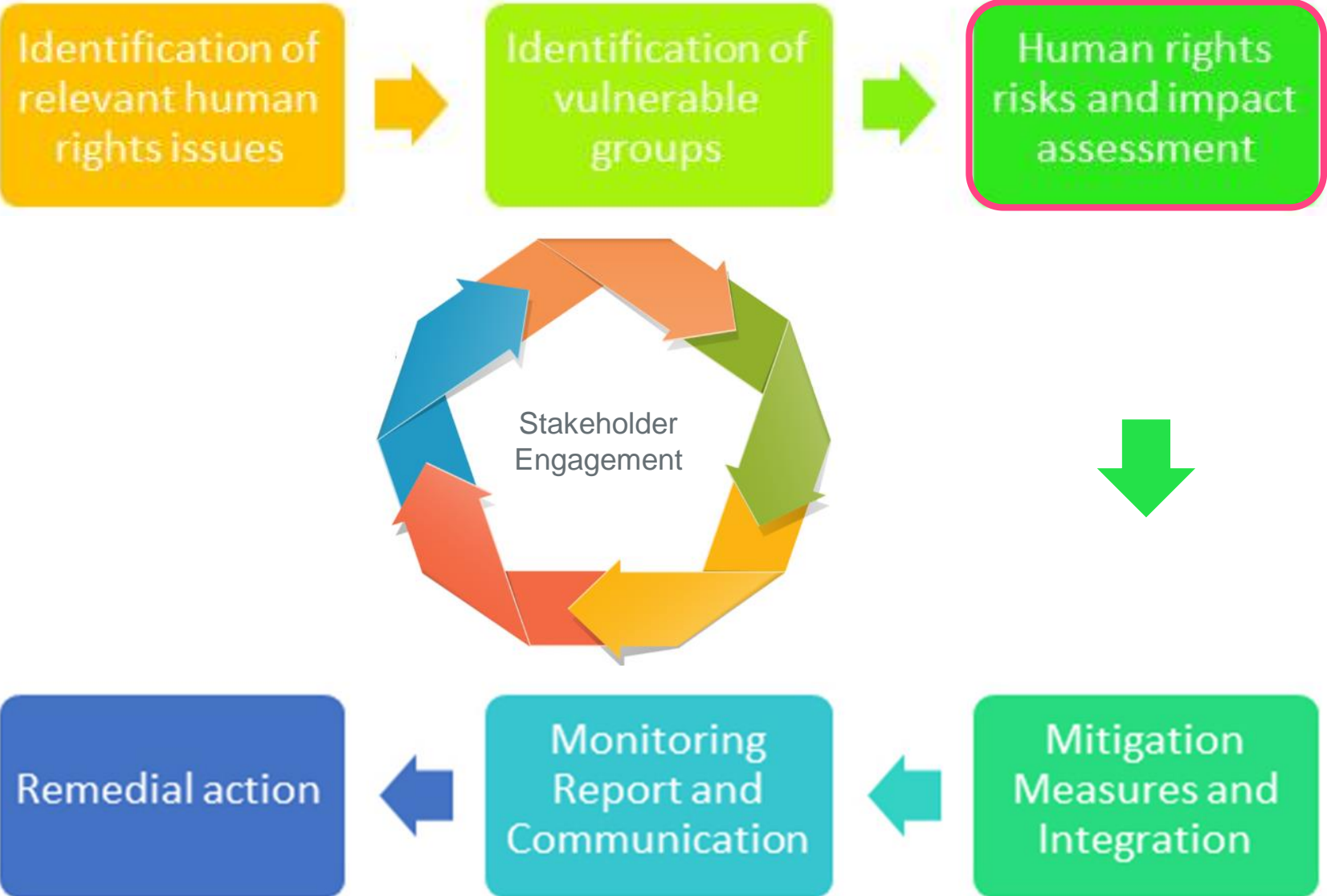


Grievances/
Crisis
Management

MEMBER OF
**Dow Jones
Sustainability Indices**
In Collaboration with RobecoSAM



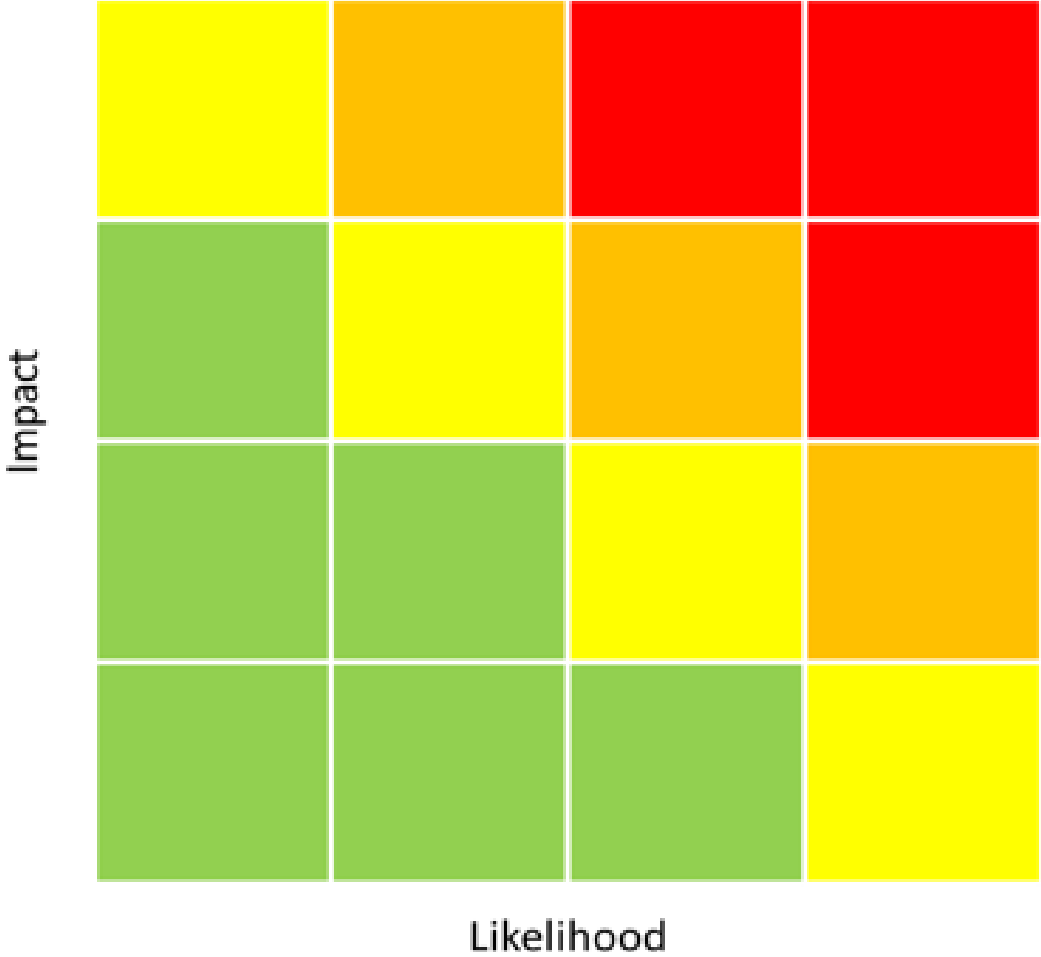
IRPC's Due Diligence Process



Human Rights Risk and Impact Assessment Methodology



Human Rights Risk Matrix



Risk Level: ■ Extreme ■ High ■ Medium ■ Low

Risk Rating Scale: Impact

The human rights impact depends on its scale, scope, and irremediability (any limits on the ability to restore those affected to a situation at least the same as, or equivalent to, their situation before the adverse impact).

Impact Level		Description of Impacts
4	●	Critical - Human rights impacts affect a larger scale or targeted at particular population groups (gross human rights abuse) beyond the scope of the operational area - Operation is unable to control or remediate human rights impacts to restore the ability of an individual to enjoy his or her human rights - Impacts/situations of human rights abuses require the involvement of independent, trusted expert advice from outside in helping it reach decisions that are credible and seen by others as credible together with the operation
3	●	Major - Operation is knowingly providing practical assistance or encouragement that has a substantial effect on the commission of human rights violation (Legal Complicity) - Human rights are violated at the individual level by the operation and value chains - Operation has disputes over human rights related concerns with vulnerable individuals/groups within the areas
2	●	Moderate - Operation is seen to benefit from abuses committed by other (Non-legal Complicity) - Business fails to provide response to or communication on the human rights related concerns raised by internal or external individuals or groups
1	●	Minor - Potential impacts of human rights related concerns raised by internal or external individuals or groups are resolved/prevented by the operational level grievance mechanism

Risk Rating Scale: Likelihood

Likelihood Level		Description of Likelihood
4	●	Likely (>25%) The event has occurred in the operation several times per year
3	●	Possible (10-25%) The event occurred in the operation several times
2	●	Unlikely (1-10%) The event rarely occur in the operation, but possible to occur
1	●	Rare (<1%) The event occurred several times in the industry of the operation but unlikely to happen in the operation

Scope of Human Rights Impact Assessment



Labor Rights	Community Rights	Supply Chain	Security and safety	Environment	Consumer Rights
<ul style="list-style-type: none"> • Working Conditions • Freedom of Association and Collective Bargaining • Forced and Compulsory Labor • Child Labor • Safe and Healthy Working Conditions • Discrimination 	<ul style="list-style-type: none"> • Standards of Living and Quality of Life • Community Health and Safety • Community Engagement • Cultural Heritage • Minorities Including Indigenous Peoples • Resettlement 	<ul style="list-style-type: none"> • Supplier Engagement • Supplier Code of Conduct 	<ul style="list-style-type: none"> • Security Management • Security Training 	<ul style="list-style-type: none"> • Water Security • Impact of Pollution • Waste and Hazardous Materials Management • Preservation of Biodiversity • Broadening Access to Energy 	<ul style="list-style-type: none"> • Consumer Health and Safety • Data Privacy

Vulnerable Groups



Findings from the Assessment

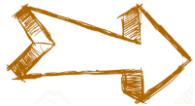


Results of Human Rights Risk Assessment

IRPC conducted a human rights risk assessment across IRPC group since 2016 and reassess of IRPC Group's operation annually. In 2018, IRPC has initial review through the in-depth value chain through its all 5 depots. IRPC has involved the identification of issues, impacts on vulnerable groups, and impact likelihood at the national level in the areas of operations and level of personnel. Assessed groups include employees, children, indigenous people, migrant labor, third-party contracted labor, and local communities.

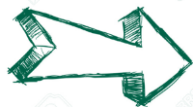
Human rights risk ratings are assessed on two factors which are likelihood and impact.

100%



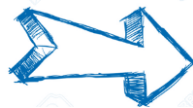
- All of IRPC own operating areas assessed with human rights risk
- All of IRPC new investment plant projects conducts public consultation and are assessed covering the human rights issues

100%



All of IRPC's Joint Ventures with no management control (incl. stakes above 10%) assessed with human rights risk

100%



All of critical feedstock suppliers assessed with human rights risk



Results of Human Rights Risk Assessment

IRPC own operations (including JVs where IRPC has management control)

Human Rights Risks Assessment	Human Rights Issues	Number and % of total assessed where risks have been identified	Number and % of risk with mitigation or remediation process implemented	Mitigation plans for risk areas
<ul style="list-style-type: none"> ▪ IRPC Plc. ▪ IRPC Polyol Co., Ltd. ▪ IRPC Oil Co., Ltd. ▪ IRPC Technology Co., Ltd. ▪ IRPC A&L Co., Ltd. ▪ Rakpasak Co., Ltd. ▪ iPolymers Co., Ltd. 	<ul style="list-style-type: none"> ▪ Safe working conditions ▪ Community health and safety ▪ Impact of Pollution and Waste Management 	3 sites out of 7, accounted for 43%	7 sites, total 100%	<ul style="list-style-type: none"> ▪ Safety Network and Sharing Project ▪ Health Checkup and Public Health Surveillance Program ▪ Sustainable Procurement Management and Code of Conduct

Joint Ventures with no management control (incl. stakes above 10%)

Human Rights Risks Assessment	Human Rights Issues	Number and % of total assessed where risks have been identified	Number and % of risk with mitigation or remediation process implemented	Mitigation plans for risk areas
<ul style="list-style-type: none"> ▪ PTT Energy Solutions Co., Ltd. ▪ UBE Chemical (Asia) Plc. ▪ IRPC Clean Power Co., Ltd. ▪ WHA Industrial Estate Rayong Co., Ltd. 	<ul style="list-style-type: none"> ▪ Employment practices and working condition ▪ Safe working conditions ▪ Community engagement 	2 sites out of 4 sites, accounted for 50%	4 sites, total 100%	<ul style="list-style-type: none"> ▪ Improvement of the personnel system ▪ Improved health and safety at workplaces ▪ Public Consultation ▪ Stakeholder engagement

Results of Human Rights Risk Assessment

Suppliers' operations

Human Rights Risks Assessment	Human Rights Issues	Number and % of total assessed where risks have been identified	Number and % of risk with mitigation or remediation process implemented	Mitigation plans for risk areas
<ul style="list-style-type: none"> ▪ Critical feedstock supplier (PTT PLC. and PTTGC PLC) 	<ul style="list-style-type: none"> ▪ Employment practices within supply chain ▪ Environment management ▪ Stakeholder engagement 	2 sites, 100%	2 sites, total 100%	<ul style="list-style-type: none"> ▪ Security, Safety, Health and Environment Management System: SSHEMS ▪ Sustainability Management Framework ▪ PTT Way of Conduct

Risk Rating

Human Rights Issues

Labour Rights

A. Safe working conditions/ Forced labour/
Compulsory labour

Community Rights

B. Community health and safety

Supply Chain

C. Supplier Engagement

Security and safety

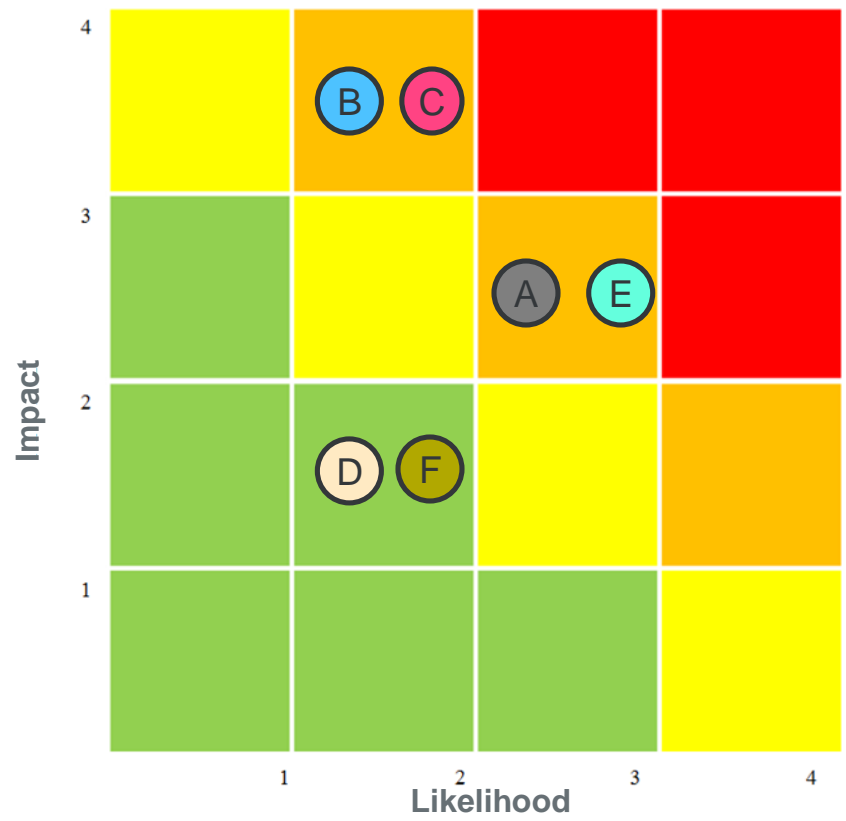
D. Security and safety management

Environment

E. Waste and hazardous materials
management

Consumer Rights

F. Consumer health and safety



Level of Risk Impact



Risk Rating and Salient Issues

Human Rights Issues

Labour Rights

A. Safe working conditions/ Forced labour/ Compulsory labour

Community Rights

B. Community health and safety

Supply Chain

C. Supplier Engagement

Security and safety

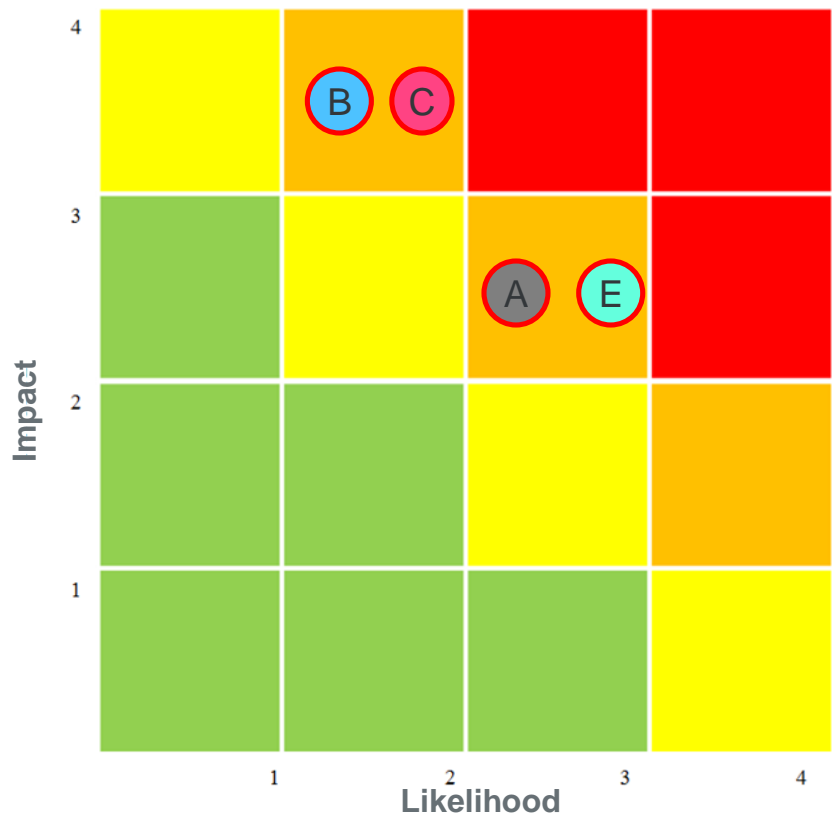
D. Security and safety management

Environment

E. Waste and hazardous materials management

Consumer Rights

F. Consumer health and safety



Level of Risk Impact



Safe working conditions/ Forced Labor/ Compulsory Labor

Description:

- Sub-contracted workers or supplier's workers may not receive wage and welfare as promised in the employment contract.
- Possibility of using illegal migrant workers by suppliers

Mitigation action:

- Promotion of labour rights and assurance of compliance on Thai Labour laws and international standard, including ILO convention on Right to Work
- Establishment of communication channel with employees through grievance mechanism and independent audit committee to investigate concerns and cases raised by employees
- Development of Supplier Sustainable Code of Conduct which covers business ethic, human rights, environment, occupational health and safety. Suppliers have to provide written acknowledge and comply with this Code of Conduct.



Safe working conditions/ Forced Labor/ Compulsory Labor

What we have done :

Personal safety

- ✓ Provide employee training and goal zero project to ensure understanding in risk mitigation and prevention

Process safety

- ✓ Conduct production risk assessment / improved equipment/ changes / additional installation by experts
- ✓ Preventive Maintenance to monitor and ensure that alarms and equipment are fully functional and effective

Transportation safety

- ✓ Safety training for forklift drivers, with preventive retraining
- ✓ Forklifts are always inspected according to user's manual prior to use
- ✓ Avoid traffic during rushed hours and using transportation routes that pass through communities to avoid impacts



Community Health and Safety

Description:

- Accident during operation and transportation of production can have negative impact on community health and safety.
- Fire accident on an insulation filling nozzle of one of the storage tanks at IRPC plant in 2014

Mitigation action:

- Inspect all equipment prior to use at more rigorous manner
- Install an alarm system
- Mitigation measures during turnaround in order to reduce impact on surrounded communities and environment.
- Community projects related to health promotion, e.g. mobile clinic for communities, Pan Nam Jai clinic, health checkup and public health surveillance program.
- Remedy for affecting groups



Community Health and Safety

What we have done :

Emergency measure

- ✓ Collaborate with communities in the vicinity through the community leader during emergency situation.
- ✓ Collaborate with PTT Group and other agencies for a safe evacuation and ensure the functionality of additional safety measures and equipment to mitigate the severity of accidents

Post-emergency and remediation measure

- ✓ Designate for a restoration plan after an emergency, prepare report on a particular emergency situation and prevent recurrent situation by establishing an investigation committee
- ✓ Determine measures on compensation and remedy for affecting groups as a result of company's operation



Supplier Engagement

Description:

- Accident during operation of supplier's workers or sub-contracted workers
- Limited consistent monitoring and evaluation of suppliers' performance
- Direct or indirect complicity if feedstock suppliers use child labor, forced labor and other forms of illegal labor

Mitigation action:

- Development of Supplier Sustainable Code of Conduct which covers business ethic, human rights, environment, occupational health and safety. Suppliers have to provide written acknowledge and comply with this Code of Conduct.
- Conduct non-financial risk assessment of suppliers by using ESG criteria in order to prevent and mitigate potential risks as a result of procurement



Supplier Engagement

What we have done :

- ✓ Develop Supplier Sustainable Code of Conduct which covers business ethic, human rights, environment, occupational health and safety. Suppliers have to provide written acknowledge and comply with this Code of Conduct.
- ✓ Election of contractors for construction and installation of equipment will be considered base on SSHE and OHS of contractor's workers.
- ✓ Selected contractors are required to provide training on SSHE (including equipment usage) to their workers prior to commencement of the work in the operation site.
- ✓ All contractors' vehicles entering into production area must have spark protection device installed
- ✓ Contractors are required to contact with the Company's Emergency Center in order to proceed responsive actions following the Company's operational manual on emergency situation, such as fire or chemical leak



Waste and Hazardous Material Management

Description:

- Negative impact from the operation on environment and community if the company doesn't have appropriate environmental management system.

Mitigation action:

- Set up an audit system to monitor air and water quality as well as waste and hazardous material management.
- Conduct gate-to-gate Life Cycle Inventory (LCI) with boundary that covers steps of the production to be used as the database to improve the production and new production design processes in order to reduce its impact on environment and create a more environmental-friendly production.
- Continue research and development of environmental-friendly products
- Strictly followed the mitigation measures and monitoring measures. Actions are subject to impact alleviation and monitoring measures established by third parties. IRPC also submit reports on its performance and environment assessment to relevant authorities on half-year basis.



Waste and Hazardous Material Management

What we have done :

- ✓ Conduct waste segregation. Waste from construction will be reused and stored appropriately.
- ✓ Ensure proper waste storages and their location before disposal by a local government agency.
- ✓ Ensure waste disposal will be comply with relevant laws and standards. These waste will later be transferred to authorized waste disposal service providers
- ✓ Apply 3R principles to reduce quantity of waste that have to be disposed.
- ✓ Designate responsible persons to look after management of pollution from waste according to requirement of Notification of Ministry of Industry



Summary of Human Rights (Residual) Risks

Human Rights Issues

Labor Rights

**A. Safe working conditions/ Forced labor/
Compulsory labor**

Community Rights

B. Community health and safety

Supply Chain

C. Supplier Engagement

Security and safety

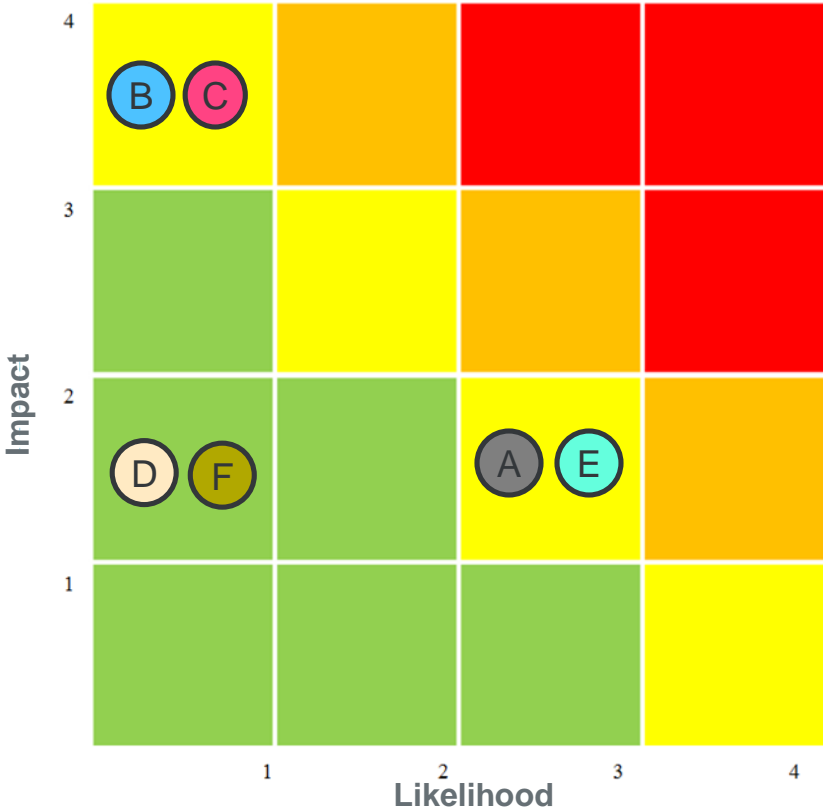
D. Security and safety management

Environment

**E. Waste and hazardous materials
management**

Consumer Rights

F. Consumer health and safety



Level of Risk Impact



Human Rights Impact Assessment for the new investment project

Community Rights to access information and participate in the new Project

In 2018, IRPC is currently developing Paraxylene Plant Project. Therefore, IRPC has carried out public participation process for the concerned stakeholders that may be impacted by the project through community participation and consultation to gather opinions and concerns regarding the construction and operation, as well as conducting focus group meetings and questionnaire surveys.

In addition, IRPC also provides advance information related to the project via various channels to ensure that the community is able to access the information in the most detailed and transparent manner, and ensure to have adequate time to study the project impacts, and also able to show concerns related community rights. IRPC gathered and used these information to assess the impact and set up the mitigation measures in environmental impact assessment (EIA) report. As a result, there was about 1,740 people participated and IRPC was able to gather such concerns regarding to the environmental and health impact during the construction and operation phases. These concerns will be used to conduct appropriate mitigation measures and monitoring program and later present to the community



Raising Awareness on Human Rights



Network Promotion of Human Rights in Doing Business

Networking with government and business sectors

IRPC joined in the announcement of the National Agenda “Human Rights as a Driving Force of Thailand 4.0”

IRPC as founding member of Global Compact Network Thailand joined in the announcement of the National Agenda “Human Rights as a Driving Force of Thailand 4.0 towards Sustainable Development” whereby Thailand's prime minister, general Prayuth Chan-ocha provided the honor of presiding over the opening and gave special keynote address on the National Agenda “Human Rights as a Driving Force of Thailand 4.0 towards Sustainable Development” and reiterated that the Royal Thai Government’s commitment to promoting and protecting human rights in the country and to provide understanding and guidance for all agencies and departments to adopt and adapt the agenda efficiently.



Networking with suppliers, business partners, contractors, and employees

IRPC invited Dr.Seree Nonthasoot, representative of AICHR, to give two walks, once was for the Board of Directors, the management and staff on “Human Rights in Doing Business in the 4.0 Era”, and other was for business partners and contractors on “Human Rights in the Petrochemical Business”.



Raising Awareness on Human Rights

Networking with business partners and international agencies

IRPC Public. Co.,Ltd. as a founding member (1 in 15 co-founding private company) co-launched “Global Compact Network Thailand : GCNT” in order to accelerate a balanced and sustainable economic, social and environmental development under the United Nations Global Compact, a private sector network for sustainable development on December 13, 2018 at the Grand Ballroom, Intercontinental Hotel, Bangkok, with Mr. Wissanu Krea-ngam, Deputy Prime Minister presiding over the opening ceremony and Ex-UN chief Ban Ki-moon provided the honor to be the Keynote Speaker at the launch event. This underscored the importance of the global partnership of the private sector in driving sustainable development under the 4 important commitments, namely human rights, labor, environment and anti-corruption. The association jointly invite business partners to become members of the association to foster business with regards to social responsibility according to 4 aspects in achieving the SDGs 17 goal by 2030

