



## **Announcement**

**No. 002 / 2021**

### **Subject: Policy on Human Rights**

#### **Of the IRPC Public Company Limited and Its Subsidiaries (IRPC Group)**

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:

#### **1. Principles**

IRPC Group 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.

#### **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	Employees, Local communities, Local

residents, Society, Business partners, Business partners in the supply chain

**“Vulnerable Group”** means Groups of people whom potential human rights issues arising from the company's operations or any activities related to the company, in this policy means a child (person under 18 years of age), person with disability, elderly, women, pregnant women, indigenous people, migrant people and LGBT+

## **2. Respect for human rights principles**

IRPC Group respects 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, and honor one another with fair treatment. Moreover, IRPC Group also promotes diversity, and 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 operates businesses, as well as international human rights principles; which consists of;

- (1) UN Guiding Principles on Business and Human Rights (UNGP)
- (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 (ICESC)
- (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

### **3. Roles and Responsibilities**

#### **3.1 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

#### **3.2 Executives and management**

- Establish an operation unit to responsible for human rights issues
- 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

#### **3.3 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)

#### **3.4 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

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

IRPC Group requires regularly verification of itself for corporate human rights risks and repercussions on itself, and the stakeholders as well as vulnerable groups, while IRPC Group is managing and defining approaches/measures for prompt, suitable risk management. To this end, all units, related to IRPC Group's aforementioned own operation, value chain, suppliers, business partners and new business relations (mergers, acquisitions, joint ventures), are to supervise, examine, manage and identify all actual and potential human rights impacts and/or issues within operations through human rights due diligence process; especially in the employment process, in order to avoid being involved in human trafficking, employment discrimination, forced labor, and child labor. Human rights due diligence process is systematically conducted on an annual basis and before entering into new business relationships (i.e. acquisition, mergers, joint ventures), the human rights due diligence process covers the consideration of relevant stakeholders.

IRPC Group has paid attention to potential human rights issues, which are covered in human rights due diligence, are such as human trafficking, forced labor, child labor, freedom of association and the right to collective bargaining, equal remuneration, discrimination, and resettlement and land acquisition.

#### **5. Guidelines**

- 5.1 Respects human rights of stakeholders and vulnerable groups in accordance with these internationally accepted standards. IRPC's Group's stakeholders and vulnerable groups include employees, society, business partners, suppliers in IRPC Group's supply chains, natural resources and the environment, women, children, indigenous people, migrant people, third-party contracted labor, local communities, customers/ consumers, LGBTQI+, people with disability, pregnant women, and the elderly.
- 5.2 Zero tolerance for discrimination, as well as the commitment to prevent all forms of harassments, whether sexual harassments and non-sexual harassment.
- 5.3 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.

#### 5.4 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) 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.

##### (3) Business partners and Suppliers

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.

##### (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.

IRPC Group has also strived for healthy local relations, while it is improving communities' quality of life and living conditions and promoting feedback on group businesses that proves constructive to communities, society, and the environment.

#### 5.5 Security and safety of individuals and properties

IRPC Group has safeguarded individuals and properties at and around IRPC Group's sites. In addition, IRPC Group has supported security, safety, occupational health, and environment guidelines and processes to prevent violation of human rights principles. IRPC Group has encouraged and conducted human rights training programs for its security forces to ensure the respect of human rights and prevention of human rights violation.

### **6. Human rights education for employees**

IRPC Group has also established suitable training and skill development programs, leading to equal opportunities and free of discrimination. IRPC Group has conducted training programs on discrimination and harassment for all employees and implemented an investigation and escalation process for reporting incidents and punishment (if found guilty).

In addition to the aforementioned discrimination training programs, IRPC group has also conducted training programs and communicate human rights related information to effectively increase the human rights awareness of the aforementioned stakeholders. IRPC group has promoted understanding of human rights principles among employees, particularly in units or among those whose jobs are liable to human rights violation.

## **7. 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.

As the scope of the Policy has covered and been applied to business activities, associated with IRPC Group's own operation, value chain, suppliers and business partners, such businesses are hence required to follow the international principles of human rights, promote rights and freedom of association, rights to associations and collective bargaining, equal remuneration; and must not promote and/or involve any human rights violations and risks (such as human trafficking, forced labor, child labor, and discrimination) . They are also thus committed to prevent the occurrence of potential human rights related circumstances. In addition, IRPC Group has paid attention to these specific issues because they are related and can violate human rights of IRPC Group's aforementioned stakeholders and vulnerable groups.

Please be acknowledged and strictly adhered accordingly

Announced as at 31 May 2021

-signed-

Mr. Kris Imsaeng  
(Chairman)

-signed-

Air Marshal Boonsuib Prasit

(Chairman of the Corporate Governance Committee)

-signed-

Mr.Chawalit Tippawanich

(President and Chief Executive Officer)