

## **Business Responsibilities on Human Rights Policy (Revised 2024)**

### **BCPG Public Company Limited**

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Amidst rapid economic, social, and political changes, together with the business expansion of BCPG Public Company Limited and its group of companies (“the Company”), business activities throughout the value chain have become increasingly complex and involve a wide range of stakeholders, which may pose potential impacts on human rights.

The Company has therefore established the “Business Responsibility Policy on Respect for Human Rights” in alignment with the UN Global Compact, ISO 26000: Social Responsibility, the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Women’s Empowerment Principles (WEPs), and the National Action Plan on Business and Human Rights (NAP).

This policy reflects the Company’s responsibility and commitment to conducting business that respects human rights through Policy Commitment, Human Rights Due Diligence, Human Rights Impact Assessment, and Access to Remedies. It also includes risk assessment, the establishment of performance indicators, and transparent reporting to the public.

#### **Human Rights Business Responsibility Policy**

The Board of Directors, executives, and employees at all levels of the Company are required to actively participate in and recognize the importance of respecting and protecting human rights. This includes assessing human rights risks throughout the value chain that affect stakeholders, as well as addressing social and environmental issues in accordance with human rights principles, international practices, and applicable national laws. The goal is to be a role model business that grows sustainably while fostering inclusiveness and equality.

## Implementation Guidelines

1. Compliance with labor and employment laws – Operate in strict compliance with international and local labor regulations. The Company prohibits child labor, forced labor, and human trafficking throughout its supply chain, and ensures that employees' rights are protected as required by law.
2. Respect for stakeholder rights – Treat all stakeholders, including customers, partners, and communities, fairly and equally.
3. Avoidance of human rights violations – Refrain from engaging in or contributing to human rights violations or negative impacts. Any employee who becomes aware of potential violations relating to the Company must report to their supervisor and cooperate with investigations.
4. Human rights due diligence – Conduct thorough assessments to identify, prevent, and mitigate actual or potential human rights impacts throughout the business value chain, covering production, labor practices, partnerships, working conditions, and investments.
5. Impact assessment – Regularly analyze and assess potential or actual human rights impacts and risks resulting from business operations.
6. Awareness and communication – Promote awareness of this policy across all relevant parties by establishing management frameworks and providing training and communication throughout the value chain, including employees, suppliers, and contractors, to ensure responsible business conduct that respects human rights.
7. Grievance mechanisms – Establish accessible communication channels for all stakeholders to report grievances or concerns related to human rights impacts arising from the Company's operations. Implement transparent investigation processes, provide fair and appropriate remedies, and enforce disciplinary measures for violations.
8. Monitoring and disclosure – Continuously monitor, evaluate, and publicly report on human rights impact assessments and performance to ensure transparency and accountability.

This policy is effective from 28 May 2024 onwards.