



Enhancing Social Sustainability Management

The Company is dedicated to effective management and social responsibility, striving to foster confidence and trust among all stakeholders while driving sustainable progress. Central to this commitment is the unwavering respect for the human rights of its employees, partners, and contractors. In tandem with this, it places great emphasis on bolstering the local economies of communities. Through initiatives such as community-based employment, skill development programs, innovation, and technology adoption, BCPG aims to enhance economic efficiency both locally and nationally. These efforts are in line with Sustainable Development Goal 8: Decent Work and Economic Growth, specifically target 8.5, which underscores the importance of achieving full and productive employment and ensuring decent work for all individuals. This includes equitable opportunities for women and men, young people, and persons with disabilities, with a steadfast commitment to equal pay for work of equal value.

Policy and Practices in the Social Dimension

The Company places paramount importance on upholding and safeguarding human rights. This commitment includes conducting thorough assessments of human rights risks associated with its business activities across the entire value chain, particularly those that may impact vulnerable or disadvantaged groups. It adheres strictly to international standards and local laws in each country where it operates, ensuring that its operations align with the highest ethical and legal standards. The Company is dedicated to being a model of responsible corporate citizenship, striving for continuous growth while fostering inclusivity and equality on a global scale. At the core of its values is the unwavering respect for human dignity and the fundamental rights and freedoms of all individuals. It steadfastly rejects any form of discrimination, whether based on race, nationality, birth place, religion, gender, age, skin color, language, belief, education, ethnicity, disability, political belief, economic status, membership or social status irrelevant to business operations, or any other criteria. For more details, you can access the Human Rights Management Document at <https://www.bcpvgroup.com/th/corporate-governance/cg-reports>.

Social Management

Respecting and Protecting Human Rights

In 2023, the Company conducted a comprehensive Human Rights Risk Assessment to proactively monitor and address any potential impacts on human rights across its

entire value chain. Its objective was to prevent, mitigate, and rectify any adverse effects collectively, ensuring that its production processes, labor practices, treatment of partners, work environment, and investments uphold human rights standards and do not harm vulnerable groups. This underscores its unwavering commitment to social responsibility and environmental stewardship. Throughout the assessment of human rights risks within its organization, The Company identified specific measures to prevent and mitigate these risks in its operations. These measures are aligned with international agreements and guidelines, including:

UNGP	UDHP	ILO	HRDD	HRRA
Principles addressing business and human rights of the United Nations.	The Declaration of Human Rights.	Principles and Fundamental Rights in the Workplace and Performance Monitoring by International Labor Organizations	Human Resources Due Diligence	Human Resource-related Risk Management

Key Achievements

In 2023, the Company undertook Human Rights Due Diligence (HRDD) incorporating criteria to assess human rights risks based on two key factors: the probability of impact occurrence and the severity of those impacts. This thorough evaluation encompassed all dimensions of human rights, ensuring the inclusion of individuals from all affected demographics. Following the assessment of human rights risks across the Company's operational domains, the identified risks ranged from low to moderate levels. These encompassed safeguarding employees' personal data, promoting community health and safety, and ensuring access to water and healthcare services. To address significant human rights risks associated with its business activities, the Company has formulated robust controls and recovery protocols. The Human Rights Risk Assessment document is available for download at (<https://www.bcpvgroup.com/th/sustainability/social-aspects>).

Human Rights Due Diligence



- 1. Publicize the Company's** commitment and human rights policy to all executives and employees.
- 2. Conduct thorough assessments to identify and evaluate risks and impacts on human** rights, considering all potentially affected parties, including employees, partners, contractors, customers, and communities.
- 3. Analyze and integrate the findings of human rights assessments** into internal management processes. Develop comprehensive risk management plans aligned with established standards and guidelines, such as the Code of Practice (CoP) and various management systems covering security, safety, occupational health, and environmental concerns, to proactively mitigate or control potential adverse effects.
- 4. Regularly monitor and transparently communicate the progress of human rights initiatives.** Provide timely reports with predefined timelines to track and assess the effectiveness of each plan, conducting ongoing assessments to validate the efficiency of management procedures. Share operational advancements and outcomes with stakeholders to foster accountability and engagement.
- 5. Implement robust complaint mechanisms to address and remedy the impacts of human rights violations.** Take swift action upon identifying any company-induced or contributed negative human rights effects, including providing appropriate remedies to affected parties resulting from the Company's business activities.