

(Translation)

Notification of BCPG Public Company Limited

No.: 10000/011/2563
Date: 28 December 2020

Subject: Corporate Responsibility to Respect
Human Rights Policy

The rapid change of the economic, social, and political condition, coupled with the business expansion of BCPG Public Company Limited (“**BCPG**”) and its group companies in different regions, has led to business activities throughout the value chain, these are complicated and are related to various groups of stakeholders, and may have an impact on human rights.

BCPG has, therefore, established the “Corporate Responsibility to Respect Human Rights Policy” in compliance with the UN Global Compact, the Guidance on Social Responsibility under ISO 26000 standards, the Universal Declaration of Human Rights (UDHR), and the United Nations Guiding Principles on Business and Human Rights (UNGP). This will show responsibility and build confidence for the business operation which is based on respect for human rights as its Policy Commitment, comprehensive monitoring and examining human rights (Human Rights Due Diligence), to assess the impact at every stage in the business operation that may have an impact on human rights (Human Rights Impact Assessment), and developing remedial mechanisms when undertaking or engaging in any act which have an adverse human rights impact (Access to Remedies). This is in addition to conducting risk assessment and determining indicators for the purpose of evaluating achievement and preparing reports for the disclosure of information to the general public.

Corporate Responsibility to Respect Human Rights Policy

The Board of Directors, the executives, and the employees at all levels of BCPG and its group companies must engage in and realize the importance of the respect for and the protection of human rights. Moreover, the human rights risk assessment is conducted for all activities throughout the business value chain and also affect the groups of stakeholders and covers social and environmental issues in strict compliance with human rights principles, international practices, and the relevant laws in each country, in order to provide a model for business organizations that will experience a continuous growth and build an equal and thorough engagement.

Guidelines

The Board of Directors, the executives, and the employees at all levels adhere to human rights principles, encourage the treatment of everyone with respect, fairness, honour, human dignity, equality, with respect to the rights, freedom, and equality of individuals without any discrimination on the grounds of race, nationality, birthplace, religion, gender, age, skin colour, language, belief, education, ethnicity, disability, political opinion, economic position, group participation, or any other social status that is not related to the performance of work or other matters, with the following actions:

1. BCPG shall avoid acts or engagements that violate human rights or present an adverse effect on human rights, and shall neither neglect nor ignore should any act that is considered a violation of human rights concerning BCPG and its group of companies be found. This matter should be reported to the supervisor and full cooperation shall be given to the examination of facts;

CC: President, Senior Executive Vice Presidents, Executive Vice Presidents, Senior Directors, Directors, Senior Managers, Managers or equivalent positions, and signage.

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2. BPCG shall conduct the thorough examination of human rights in order to monitor any impact on human rights that have occurred or may occur in connection with business activities throughout the value chain, so as to avoid, prevent, and mitigate any impact in a participative manner; thus giving confidence that the manufacture of goods and services, the treatment of labour, the treatment of suppliers, the creation of a working environment, and any joint investment will not have any adverse effect on human rights for the groups of stakeholders; and will show responsibility to both society and the environment, as well as being a good neighbour;
3. BCPG shall analyze and assess any impact that has occurred or may occur due to the business operation and the human rights risk;
4. BCPG shall instill this Policy into all related parties, setting out the relevant management framework, as well as communicating, disseminating, and giving knowledge to the related persons in the business operation throughout the value chain, such as suppliers, contractors, etc., in order to bring about an engagement in the operation, and is to be used as guidelines for the business operation with responsibility and respect for human rights;
5. BCPG shall put in place communication channels that will correspond to all groups of stakeholders, and whistleblowing or complaint channels relating to the violation of human rights, any incident of discrimination due to the impact from the business operation of BCPG and the group companies. Moreover, BPCG will conduct an examination of the impact in accordance with the whistleblowing process or other mechanisms, such as negotiation, mediation, remedial measures, taking into account morality, accessibility, and fairness in accordance with human rights principles, as well as the confidentiality of all information;
6. BCPG shall monitor, report, and publish the information on impact assessment and operating results relating to human rights to the general public in the interest of transparency.

This Policy shall be effective from 28 December 2020 onwards.

—*Signature*—

(Mr. Bundit Sapianchai)
President

Definition: Human Rights means human dignity, the basic rights and freedom from birth, and equality with no discrimination on the grounds of race, religion, gender, skin colour, ethnicity, and other matters.

Scope: human rights cover all direct activities operated by BCPG and its group companies, which may have an impact on human rights, as well as the value chain of the business, whether it is a merger, business acquisition, construction, operation, or dissolution. BCPG has announced and communicated this Policy to the group companies to use as guidelines for human rights so as to be in the same direction and to be applicable as appropriate.

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