

Human Rights Policy

Principle

Osotspa Public Company Limited and the Group of Companies (“The Group”) understand that all individuals are entitled to human rights, regardless of their differences. The Group is committed to conducting business with respect to fundamental human rights in their own operations and throughout the value chain. The Group recognizes that treating everyone with equal value and with respect for their human rights will enable the Group to grow steadily and sustainably. The Group has developed a Human Rights Policy in accordance with internationally accepted standards, including the International Bill of Human Rights (which comprises of Universal Declaration of Human Rights: UDHR, the International Covenant on Civil and Political Rights: ICCPR and the International Covenant on Economic, Social and Cultural Rights: ICESCR), the United Nations Global Compact (UNGC), the United Nation’s Guiding Principles on Business and Human Rights (UNGPR), the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and adopted elements from the Voluntary Principles on Security and Human Rights.

Scope of Policy

This Human Rights Policy covers all of the Group’s own operations as well as its relevant stakeholders and rights holders in the value chain, which consists of all employees, suppliers, contractors, business partners, joint ventures, and other business relations including new mergers and acquisitions, as well as customers, consumers and communities. The policy also applies to groups at risk/ vulnerable groups (comprised of women, pregnant women, children, LGBTQI+, elderly, people with disability, migrant workers, third-party employees, indigenous people, and local communities) that may be affected by the Companies’ business and associated activities.

The Group has set the guideline to collaborate with the aforementioned stakeholders and rights holders and to comply with the human rights commitments and principles as outlined in this policy.

The policy commits in all our own operations and value chain activities to:

- Prohibit all forms of human trafficking activities and the use of forced and child labor by all relevant stakeholders and rights holders
- Have zero tolerance for all forms of discriminatory actions and harassment (i.e., sexual and non-sexual harassment) towards all relevant stakeholders and rights holders
- Respect the freedom of expression, the freedom of association, and the right to collective bargaining of all employees

- Respect and promote equal remuneration, fair working conditions, wages, working hours, the right to disconnect, and the health and safety of all employees
- Respect the right to digital security and right to privacy of all relevant stakeholders and rights holders
- Respect access to culture of all relevant stakeholders and rights holders
- Respect access to water and sanitation of all relevant stakeholders and rights holders
- Respect the rights of vulnerable groups, including the rights of women and girls, the rights of indigenous peoples, and the rights of refugees and migrants
- Commit and support the implementation of the principle of free, prior, and informed consent
- Commit not to use security forces that conduct any form of human rights abuses or violations

Definitions

- **The Group:** *means Company and Company's subsidiaries as defined in the notification of the Securities and Exchange Commission in relation to the issuance and sale of securities*
- **Joint Ventures:** *means Company or group of company that have influenced financial and operational policy but not fully control the policies and do not being a part of Company's subsidiaries referring to the Securities And Exchange Commission*
- **Business Partners:** *means significant organizations or group of persons who agree to work together with the company to achieve a shared goal, to improve operational performance, and to drive sustainability targets.*
- **Employees:** *means employees and workers at all levels in accordance with the work rules and regulations of Group of Companies*
- **Suppliers and Contractors:** *means contractor, seller and/or service provider either as an individual and company who provider the goods or services to the company that included sub—contractor*

Human Rights Policy Implementation

Responsibilities in the implementation of this human rights policy

The sustainability working team has established the structure and responsibility for overseeing the human rights and labour practices, as well as for the implementation of the Human Rights Due Diligence and the periodic reporting on the status of the identified human rights salient issues to the board. In collaboration with every related department, the sustainability working team will ensure the organizational performance to meet the expectations of the policy and the international standards or requirements through the enforcement of the following:

- Strictly adhere to and comply with International laws and Local laws, Rules, and Regulations related to human rights.
- Implement Human Rights Due Diligence Process (HRDD) covering the Group's own operations and throughout the value chain, which will be updated annually and subjected to a systematic periodic review to ensure continuous improvement.
 - The HRDD includes risk identification in own operations, value chain activities, and in new business relations. As part of the HRDD, the human rights risk assessment also covers joint ventures with management control, tier-1 suppliers and contractors, and joint ventures, including stakes above 10%, in which the Group does not have management control. The process also focuses on at risks/ vulnerable groups that the Company's activities may adversely impact.
 - The HRDD allows for an analysis of the Human Rights Risks Identified, revision of existing controls and measures, and development of additional preventive measures to prevent the risks from occurring in the future.
 - Conduct tracking and monitoring of human rights performance regularly to ensure the effectiveness of the existing control, mitigation, and preventive measures.
- Implement the Group's Whistleblowing process and Grievance mechanism. The relevant stakeholders and affected rights holders can report cases of misconduct, including non-compliance and violations related to human rights.

The case reported in the process will be reviewed and investigated thoroughly. Suppose any human rights non-compliance or violation has been identified. In that case, suitable and proper remediation plans and actions will be implemented to ensure that the affected stakeholders and rights holders are remediated effectively.
- Report and disclose the human rights performance and management in Osotspa's annual report in Sustainability section and/or Company's website.

Effective date 1 June 2023.



Rujapa Hamnilrat

Head of Human Capital and Organization Excellence



Wannipa Bhakdibutr

Chief Executive Officer

Annex

Human Rights Guideline

To promote human rights and labour practices within the Group and supply chain and assure all rights associated with each stakeholder and rights holder groups are respected properly. The Human Rights Guideline is stated as follows:

Labour Rights and Practices

- Communicate Human Rights Policy to employees at all levels.
- Strictly prohibit any practice related to human trafficking and forced labour.
- Prohibit the hiring of child labour that has not complied with the laws and the hiring that lead to impact on child development.
- Strictly prohibit any discrimination towards the employee under any circumstance of action that brings inequality or inferiority due to prejudice and non-related working issue.
- The company job application shall not restrict or discriminate on the characters that are not relevant to the requirement of the position.
- Remuneration of both males and females shall be based on performance, experience, or be equal for job value and responsibility.
- Encourage diversity and inclusion among all employees to foster coexistence based on equality.
- Any forms of harassment that might create any violence, intimidation, hostile or unfriendly work environment, or cause a nuisance is not permitted.
- Sexual harassment and other immoral behaviors are not permitted. Such conduct includes molestation, indecent exposure, and obscene acts, both physical and verbal, which can cause the victim to be humiliated, intimidated, or offended.
- Any restrictions on freedom of expression are not allowed; the expression shall not represent the Company without prior consent.
- Respect the rights of assembly and association, including participation in collective bargaining
- Infringement on employees' rights to perform their religious and cultural activities are not permitted.
- Employees are entitled to access to social security, medical insurance and other welfare benefits. Provide the resting hour during the working days, monitor and control the working hours that complies the labour regulations.

- Ensure the rights of employees by considering the labour laws and legislation enforced in each country in which Osotspa operates. In the event of a conflict between the legal framework and Ostospa human rights commitments, the Group will respect internationally recognized human rights to the greatest extent and guarantee the aforementioned rights shall be maintained.

Supplier, Contractor, and Business Partner Rights and Practices

- Communicate Human Rights Policy to suppliers, contractors, and business partners
- Suppliers, contractors, and business partners expected to adhere to human rights commitments and principles in consistence with the Group's.
- Prohibit the use of all forms of illegal labors in suppliers, contractors, and business partners through requirements within the contract and as indicated in the Supplier Code of Conduct.
- Enhance fair working conditions and good labor practices by providing suppliers and contractors with proper personal protective equipment, and safety tools, as well as access to facilities and amenities in line with the Group's own employees
- Promote and encourage suppliers, contractors, and business partners to conduct their business ethically and raise awareness of human rights practices and compliance
- Ensure security forces, contracted, do not conduct any form of human rights abuses

Community Rights and Practices

- Strictly comply with the related laws, environmental and social compliances
- Ensure that the Group's business activities throughout the value chain do not negatively impact communities and violate their human rights. In case of adverse impacts, ensure appropriate remediation actions for all affected rights holders within the communities
- Committed to being fair and transparent in conducting business to strengthen the relationship between the Group and the communities.

Customer and Consumer Rights and Practices

- Ensure that the Group's business activities, throughout the value chain, do not negatively impact customers and consumers and violate their human rights. In case of adverse impacts, ensure appropriate remediation actions for all affected customers and consumers
- Enhance customers' and consumers' safety, health and well-being
- Respect and protect customers and consumers' rights to data privacy

Human rights commitments and principles are embedded and reflected in Osotspa's corporate policies, including the follows but not limit to

- Osotspa's Code of Conduct
- Corporate Governance Policy
- Occupational Health, Safety and Environment Policy
- Procurement Policy
- Supplier Code of Conduct
- Sustainability Policy
- Company Product Quality Food Safety and Halal Policy

Definitions

Terminology	Definitions
Diversity	“Diversity is any dimension that can be used to differentiate groups and people from one another... [It refers to] empowering people by respecting and appreciating what makes them different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin” ⁸
Discrimination	“Any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.” ²
Harassment	“Any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another. Harassment includes - but is not limited to - words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle or cause personal humiliation or embarrassment to another; or that cause an intimidating, hostile or offensive work environment. It includes harassment based on any grounds such as race, religion, colour, creed, ethnic origin, physical attributes, gender or sexual orientation. It can include a one-off incident or a series of incidents. Harassment may be deliberate, unsolicited and coercive. Harassment may also occur outside the workplace and/or outside working hours” ⁵
Sexual Harassment	“Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another. Sexual harassment may occur when it interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive environment. It can include a one-off incident or a series of incidents. Sexual harassment may be deliberate, unsolicited and coercive. Both male and female colleagues can either be the victim or offender. Sexual harassment may also occur outside the workplace and/or outside working hours” ⁵

Forced or compulsory labour	is all work or service which is exacted from any person under the threat of penalty and for which the person has not offered himself or herself voluntarily ² .
Access to water and sanitation	Refers to the right to safe and clean drinking water and sanitation as a human right that is essential for the full enjoyment of life and all human rights. This includes “access to water and sanitation for all, without any discrimination, while prioritizing those most in need” ⁴
Rights of indigenous peoples	“Rights of indigenous peoples are frequently the first victims of development activities in indigenous lands, often pursued with no regard to the principle of free, prior and informed consent and other guarantee” ⁴
Human Rights	<p>“Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Everyone is entitled to these rights, without discrimination”⁶</p> <p>The responsibility to respect human rights requires:</p> <ul style="list-style-type: none"> ● Avoid causing or contributing to adverse human rights impacts through their own activities, and address such impacts when they occur ⁷ ● Seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts⁷.
Equal remuneration	“The equal remuneration for men and women workers for work of equal value refers to rates of remuneration established without discrimination based on sex” ²
Human trafficking	“The recruitment, transport, transfer, harboring or receipt of a person by such means as threat or use of force or other forms of coercion, abduction, fraud or deception for the purpose of exploitation” ² .
Child labour	“Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and/or interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work” ² .

Freedom of expression	“The freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers” (Ar19) ¹ .
Freedom of association	The “respect for the right of all employers and all workers to freely and voluntarily establish and join groups for the promotion and defence of their occupational interests” ³
Right to collective bargaining	“The right of workers to bargain freely with employers is an essential element in freedom of association. Collective bargaining is a voluntary process through which employers and workers discuss and negotiate their relations, in particular terms and conditions of work” ² .
Right to Disconnect	“Ability of workers to disconnect from work and not to engage in work-related electronic communications such as e-mails or messages during non-work hours” ² .
Access to culture	Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits (Ar27) ¹ .
Free & prior informed consent	The “respect the principle of free, prior, and informed consent of indigenous peoples in all matters covered by their specific rights” and to “obtain their free and informed prior consent when the preservation of their cultural resources, especially those associated with their way of life and cultural expression, are at risk” ⁴
Rights of women and/or girls	“Attaining equality between women and men and eliminating all forms of discrimination against women are fundamental human rights” ⁴
Rights of refugees and migrants	Refugees, migrants and asylum seekers have the “same rights as everyone else, plus special or specific protections including...everyone has the right to seek and enjoy asylum from persecution in other countries” (Ar14) ¹
Right to privacy	No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks (Ar12) ¹ .

Reference:

¹ The Universal declaration on business and human rights (UDHR)

² The International Labour Organization (ILO)

³ The Ten Principles of the UN Global Compact (UNGC)

⁴ Office of the United Nations High Commissioner for Human Rights (OHCHR)

⁵ United Nation High Commissioner for Refugees (UNHCR)'s Policy on Harassment, Sexual Harassment, and Abuse of Authority

⁶ The United Nation Human Rights

⁷ National Action Plans on Business and Human Rights (adapted from UN Guiding Principle 13)

⁸ Global Diversity Practice