



PTG ENERGY GROUP

Supporting Document

on

Human Rights Policy

Records of Revisions

09	01/01/2025	2024 Annual review
08	01/01/2024	2023 Annual review
07	23/12/2022	Specify more about participation in the negotiation of employee benefits.
06	11/11/2021	Added Rights of Partners and Corrective Measures
05	13/05/2021	Revised the entire document
04	01/01/2021	2020 Annual review
03	01/01/2020	2019 Annual review
02	01/01/2019	2018 Annual review
01	01/01/2018	2017 Annual review
00	23/12/2016	First implementation
No. of revision	Effective Date	Detail of Revision



Human Rights Policy

PTG Energy Public Company Limited, its subsidiaries, affiliates and joint ventures ("the Group") are determined to operate the business with responsibilities by adhering to business practices that are transparent, accountable and ethical while also respecting human rights and prioritising equitable treatment of all stakeholders. It aims to encourage compliance with the Human Rights Principles and active participation in minimising human rights impacts throughout the Company's value chain. Thus, the Group implements this Human Rights Policy while being coherent to and complying with other policies pertaining to the same in carrying out its business, in line with the Labour Act and applicable legislations. Importantly, the Group has incorporated guidelines of the United Nations Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNGC), as well as United Nations Guiding Principles on Business and Human Rights (UNGP), in a manner that suits different business contexts.

Scope

1. This policy will be applied to all business activities engaged by PTG Energy Group.
2. This policy is applicable to the Board of Directors, executives, and the Group's employees at all levels and will be considered work guidelines.

Definitions

Human rights mean dignity, rights and fundamental freedom inherent to all human beings and equity to not be discriminated due to race, religion, gender, skin colour, language, ethnicity, or other statuses.

Partner means a supplier, contractor and/or service provider of the Group, whether a juristic or a natural person, including subcontractors of such supplier, contractor and/or service provider.

Guidelines

In order to foster human rights values and facilitate implementation of organisation-wide labour practices, as well as to ensure that all employees and every group of stakeholders are treated equally with no violation of human rights; and to provide equitable treatment to all employees in pursuance of the Labour Act and relevant regulations, the Group has developed a code of conduct to be observed by its executives and employees as follows:

The Group has thoroughly managed human rights concerns, particularly for the sake of employees, suppliers, customers and communities in which its business is transacted. This includes conducting Human Rights Due Diligence (HRDD) within an appropriate timeframe, alongside preparing appropriate measures to manage and mitigate risks. The management of human rights extends to the rights of employees, rights of suppliers, rights of the community and the environment as follows:

Rights of Employees

1. Ensure respectful and dignified treatment throughout the employment process, starting from recruitment, compensation, working hours and holidays, work assignment, work evaluation, training and development, progress planning and other matters without engaging in any discrimination practice.
2. Be cautious in performing one's own responsibilities to avoid potential risks of human rights violations that may be caused by business operation, as well as ensuring respect for human rights and reporting any suspected activity to the line manager to prevent human rights violations.
3. Ensure that there are no forced labour, human trafficking, or illegal child labours, including corporal punishment that involves physical or mental abuse, whether in a form of intimidating, detaining, threatening, frightening, harassing, or violences of every kind. Moreover, rights of vulnerable groups, e.g., the disabled, must be realised and valued.
4. Employees are involved in the Welfare Committee in the workplace under the Labor Protection Act B.E.



Human Rights Policy

2541 Section 96 to represent employees in expressing their opinions. and guidelines for proper welfare management for employees to employers by requiring a meeting of representatives on a quarterly basis

5. Monitor health, the environment and work safety with safety handbooks in place to enhance employee's quality of life and ensure that they will never overlook or omit any incident that can possibly cause accidents, injuries and illnesses to workers.

Rights of Suppliers

1. Proceed to limit potential risks associated with PTG Group's suppliers, as well as identifying and assessing the risks caused, taking into account the society, the environment and corporate governance. Moreover, the Group will occasionally disclose risk management information that matters to its suppliers in order to strengthen confidence of all stakeholders and enhance transparency of the operations. In the case where human rights are unlikely to be fulfilled, the Group expects the suppliers to have a corrective process with proper measures ready to alleviate impacts caused by such violation.

2. Encourage suppliers to comply with the Supplier Code of Conduct whereby all suppliers operate their business fairly and maintain accountable financial status and business records, as well as facilitating access to their premises for necessary assessment. Furthermore, it is preferable that the suppliers shall observe and comply with the Group's human rights policy, and deliver their business with integrity and with no human rights violations detected while also being aware of their own responsibilities towards the society, community and the environment.

3. Encourage suppliers' employees to participate in training on contractor safety and to strictly follow work guidelines and work safety handbooks.

Rights of Customers

1. Respect privacy rights of customers by maintaining customers' personal data confidential. No one shall seek benefits from those data, neither for personal gains nor for advantages of relevant parties, whether such information is provided for the purposes of marketing, order placement, or customer services. All data will be kept confidential and accessible only by authorised users. In this regard, any disclosure or transfer of such data to a third party must not breach legitimate rights and explicit consent of data subject is required.

2. Deliver products of quality and completely disclose up-to-date product/service information and updates without distortion of factual information. Also, the Group shall fulfill all contracts, agreements and conditions executed with the customers in a transparent and fair manner.

Rights of Community and the Environment

1. Preserve the environment throughout its business journey to prevent potential impacts caused by business activities. Moreover, the Group has instilled awareness of such matter in employees and relevant parties to encourage their compliance with mandatory practices, e.g., those contained in legal provisions, standards, regulations and guidelines. Furthermore, the Group promotes and supports well-planned environmental management for stakeholders, disclosure of actions taken on the environment in a transparent manner through different platforms as deemed appropriate.

2. Participate in community or social development by rendering assistance that suits specific needs of each community and society, especially those located in the vicinity of Company's business, developing livelihood of people in the communities to ensure that they, as a whole, can thrive alongside the Company.



Human Rights Policy

Receiving Complaints, Protection of Complainants/Informants and Remedies

PTG Energy Group encourages its employees and stakeholders to reflect their opinions, problems, and report any activity suspected to involve wrongdoing, or lodge a complaints where there is an incident or action associated with human rights concerns or incompliance with the Code of Conduct through different mechanisms, i. e. , whistleblower@pt.co.th, PTG Call Centre and Mobile Application. Every complaint will be handled appropriately and fairly while each informant will be protected, to the greatest extent, with effective protection measures in place to ensure their safety after reporting the incident related to human rights. Importantly, the Group also has several corrective measures ready to lessen any potential impact where a human rights violation has been allegedly committed and is legally proven that the Group is responsible therefor. These measures include medical support, damage compensation and care provision for those affected by such abuses to make sure they receive a proper remedy for the harm they have endured.

In this regard, the Group shall review details contained herein and assess whether its employees have sufficiently complied with the Human Rights Policy at least once a year.