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Policy

Human Rights Policy

Revision	00
Effective Date	2023-03-31
Process Owner	Global Corporate Sustainability

Document Revision Control				
<u>Revision</u>	<u>Author</u>	<u>Effective Date</u>	<u>Change Description</u>	<u>Ref. Doc no.</u>
00	watthanawan_a	2023-03-31	The revised human rights policy has been updated to align with global situation which has been approved in Sustainability Committee Meeting No.1/2023.	BP-GCS-PO-002

Approval Record		
<u>Approver</u>	<u>Job title</u>	<u>Date</u>
Somruedee Chaimongkol	Chief Executive Officer	2023-03-31
Jirameth Achcha	Head of Corporate Services	2023-03-31
Chatpol Uttamanond	Senior Vice President - Global Corporate Sustainability	2023-03-30

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Introduction:

The Company recognizes that respecting human rights is not just a legal obligation, but also a fundamental responsibility to all stakeholders in the societies where we operate. We believe that it is our duty to align our policies and practices with both local regulations and international standards. As a demonstration of our commitment to this important issue, the Company has established a human rights policy that guides our actions and decision-making processes in all aspects of our business.

Objective:

The purpose of this human rights policy is to ensure that the Company upholds and respects the human rights of all individuals and communities affected by our operations.

Scope:

This policy applies to Banpu company and subsidiaries, as well as joint ventures.

Definitions:

n/a

Policy Statement / Principles:

The Company is committed to respecting and upholding the human rights of all individuals and communities as defined by international laws, including the Universal Declaration of Human Rights (UDHR), UN Guiding Principles on Business and Human Rights (UNGPs), Voluntary Principles on Security and Human Rights (VPs), the International Covenant on Economic, Social, and Cultural Rights, and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

We will collaborate with relevant stakeholders, including local communities, civil society organizations, and governments, as well as joint ventures or any other parties with whom we work to ensure that our operations respect and promote human rights. We will conduct human rights due diligence to identify, assess, prevent and mitigate any potential or actual human rights risk and impacts of our operations and value chain. Where we have identified human rights impacts caused by our operations, we are committed to provide equitable remediation.

Freedom of Association and Rights to Collective Bargaining: We respect employees' right to freely and voluntarily form or join a trade union or similar bodies without interference. Where employees wish to be represented by trade unions, we will co-operate in good faith with the bodies that

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our employees collectively choose to represent them. In situations where freedom of association is restricted or prohibited by law, we will be open to and supportive of alternative means of worker representation and engagement. Training and education will be provided to ensure that all employees understand their rights and that management understands their obligations to respect and uphold these rights.

Non-discrimination, Diversity, Equity, and Inclusion: We will not discriminate against any individual or group on the basis of race, color, sex, age, religion, national origin, sexual orientation, or any other characteristic protected by law. We also respect the rights of vulnerable groups including: indigenous people; women; national or ethnic, religious and linguistic minorities; children; LGBT+ people, people with disabilities; and migrant workers and their families. We will promote diversity and inclusion in our operations and strive to create a workplace that is free from harassment, bullying, or any other form of discrimination. We will ensure that all employees and contractors are provided with equal opportunities for training and development, promotion, and remuneration as well as opportunities for input and feedback.

Prevention of Human Trafficking, Forced Labor, and Child Labor: We will not tolerate any form of human trafficking, forced labor, or modern form of slavery within our operations or supply chain. We will not employ any individuals under the age of 18 in our operations or supply chain, except in cases where such employment is in compliance with local laws and international standards. We will take steps to prevent and eliminate human trafficking, forced labor and child labor, including through the implementation of policies that prohibit these practices, the training of employees and contractors to identify and report any suspected cases in our supply chain, and the monitoring of our supply chain to ensure compliance with these policies.

Right to Life, Security, and Health: We recognize the right to life, security, and health of all individuals and communities affected by our operations. We will adopt certain measures to prevent or mitigate any potential or actual threats to the life, security, or health of these individuals and communities, including through the provision of adequate safety measures and emergency response plans. We will ensure that all employees and contractors are provided with adequate working conditions, including protective equipment and training, to prevent accidents and injuries. We will also ensure that actions taken by either public or private security providers are consistent with the protection and promotion of human rights.

Right to Adequate Housing and Livelihoods: We recognize the right to adequate housing and livelihoods of all individuals and communities affected by our operations. We will take steps to prevent or mitigate any potential or actual impacts of our operations on these rights, including by ensuring that our operations do not lead to forced evictions, involuntary resettlement, land grabbing, or loss of livelihoods.

Respect Indigenous Peoples: We respect the rights, interests, aspirations, culture and natural resource-based livelihoods of Indigenous Peoples in project design, development and operation. We will apply the mitigation hierarchy to address adverse impacts and deliver sustainable benefits for Indigenous Peoples. We will work to obtain the Free, Prior and Informed Consent (FPIC) of Indigenous Peoples where significant adverse impacts are likely to occur, as a result of relocation, disturbance of lands or critical cultural heritage, and capture the outcomes of engagement and consent processes in

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agreements.

We will be transparent about our human rights policies and practices and will provide stakeholders with access to relevant information. We will ensure that appropriate grievance mechanisms to receive and address concerns or complaints related to the human rights impacts of our operations are in place.

We will monitor and review our human rights policy and practices regularly and make adjustments as necessary to ensure that we continue to meet our commitments to respect and uphold human rights, as well as ensure the achievement of a Just Transition where societal transformation is required to move to a low-carbon economy in a way that is fair and inclusive.

Responsibility:

- Management at all levels must hold accountability and take leadership in developing this policy
- Every employee must be made aware of, promotes, and implements this policy

References:

n/a