



Human Rights Policy
of
CK Power Public Company Limited and its Affiliated Companies



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Human Rights Policy

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Objectives

To promote and respects the human rights of relevant stakeholders in the value chain, CK Power Public Company Limited and its Affiliated Companies (the “Company”) have developed the Human Rights Policy, which have been implemented across the Company. The Human Rights Policy adheres to the human rights laws, and in accordance with United Nation Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Core Conventions of the International Labor Organization’s Declaration (ILO) on Fundamental Principles and Rights at Work, and the Constitution of the Kingdom of Thailand.

Definition

The Company

Refer to CK Power Public Company Limited, its Subsidiaries, Associated companies, and Affiliated companies.

- A Subsidiary is a company in which the Company holds more than 50 percent of the total number of shares with voting right of such company
- An Associated Company is a company in which the Company or its subsidiary holds in an aggregate amount of 20 percent or more, but not exceeding 50 percent of the total number of shares with voting right of such company.
- An Affiliated Company is the Subsidiaries and associated companies under control, management and supervision by the Company, which currently exist and to be established in the future.

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Employees	Refers to all employees under employment contract with the Company, and covers all positions including executives, advisors and temporary staff.
Business Partners	Refers to agents, lobbyists and other intermediaries, joint ventures and consortia partners, governments, and local communities.
Customers	Refers to government agencies in countries that the Company is operating in, the electricity trading market, and companies that purchase electricity from the Company (e.g. The Electricity Generating Authority of Thailand or EGAT, and Industrial Users (IUs))
Suppliers and Contractors	Refers to suppliers, contractors, and goods suppliers. Suppliers and contractors include brokers, consultants, contractors, distributors, franchisees or licensees, home workers, independent contractors, manufacturers, primary producers, sub-contractors and wholesalers

Scope

The Company's Human Rights Policy applies to all of the Company's own operations in which the Company has management control (including employees, temporary staff, advisors and executives). This includes all direct business activities and associated activities of the Company or the services of the Company, along with business activities across the value chain. The policy also covers its business partners, customers, suppliers and contractors, and new business relations (i.e. joint ventures, mergers and acquisition). The scope of this policy also extends to the Company's vulnerable/ at-risk groups, namely, women, children, Indigenous

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people, migrant workers, third-party contracted labor, local communities/local villagers, customers/consumers, LGBTQI+, persons with disabilities, pregnant women, and the elderly. All relevant stakeholders must comply with this Human Rights Policy, and its commitments.

The Human Rights commitments requires that all relevant stakeholders, covered in this human rights policy, shall not support and/or get involved in human rights violations, and human rights risks of all types. This includes:

- Prevent and prohibit all forms of illegal labors, including human trafficking, forced labor, and child labor of all relevant stakeholders and rights holders.
- Prevent and prohibit all forms of discrimination and harassment, including sexual harassment, and non-sexual harassment of all relevant stakeholders and rights holders.
- Promote and respect the freedom of association, the right to collective bargaining, and equal remuneration of all relevant stakeholders and rights holders.
- Promote and respect the health and safety and standard of living of all relevant stakeholders, and rights holders, who may be affected by the Company’s business activities across the value chain.
- Respect the right to data privacy of all relevant stakeholders and rights holders.

Principles on protecting the rights of each group of stakeholders

In order to adhere to the human rights policy and commitments, the Company, hence, set out principles on protecting the rights of each group of stakeholders as follows:

- **Employees**

Employees’ rights and working conditions in the Company are under the clear policy to respect the human rights within the organization, promote basic human rights, and conform to international labor standards, and are also incorporate in the Company’s Code of

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Conduct. The Company provides a working environment which stays safe, hygienic in accordance with international standards, free from drugs, and gives equal priority to human rights principles, honor each other without discrimination on the grounds of race, origin, religion, belief, gender identity, skin color, language, ethnicity, social status or any other status, to all stakeholders in every area where the Company has business operations.

The Company shall in no way support or take any action or even involve in any action which infringes the principles of human rights and human dignity while opposing the use of child labor under the age as required by law, both direct employment or within the supply chain of the Company, human trafficking, the use of forced labor, the use of child labor, with its commitment to respecting the right and freedom of association, the right to organize and bargain collectively, providing equal remuneration, non-discrimination, and resettlement and land tenure, etc., including prevention of harassment of all forms, whether sexual harassment or otherwise, as well as preventing the impact on human rights (for example, the right of association, the right to organize and bargain collectively, the right to access to natural resources and environment, the right not to be held in slavery, slave and forced labor, the rights of equality before the law, and the right to own property, etc.)

With its commitment to continuously developing and implementing the due diligence process, the Company thus has the human rights risk identification process in place to identify preventive measures and minimize the impact from human rights risks in the Company's operations throughout the Company's supply chain, along with the process of staff training and inspection relating to discrimination and/or harassment of all forms, as well as providing the complaint mechanism relating to infringement of human rights whereby the Company has provided the whistleblower channels for report on human rights, violation of laws, and provision of protection and remedy to whistleblowers while encouraging communication and dissemination of knowledge and understanding on human rights issues. However, if there is a person who commits violation of the human rights, violation of the Code of Conduct, such wrongdoer shall be subject to disciplinary

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consideration procedures in accordance with the specified regulations. In addition, the Company has the appropriate mitigation procedures in place in case of violation of human rights. Lastly, this policy commitment shall be communicated to staff via the communication channels provided by the Human Resources Department, staff orientation, and online communications, such as, website, Facebook, e-mail, etc.

- **Business Partners and Customers**

The Company shall encourages its business partners and customers in recognizing and supporting the principles of human rights in accordance to the United Nations Guiding Principles on Business and Human Rights (UNGPs), and conduct their business processes in respect to the applicable local and international labour laws and standards, including fair working hours and fair compensation. The Company shall encourage its business partners and customers to prevent use of any form of illegal labour among business partners and customers by adhering to principles of business ethics and using employment contracts that are clear and fair.

The Company shall ensure its business partners and customers the provision of fair and good employment, and provide employees with appropriate personal protective equipment in the practices of suppliers and business partners.

The Company shall encourage its business partners and customers to provide necessary knowledge through safety training programs, and strictly comply with safety guidelines.

Specially for local communities (i.e. as part of business partners), the Company is committed to strengthening good relationships with local communities through implementation of various policies for restoration and improvement of the well-being of the communities, including channels for receiving and handling human rights-related complaints about the business operations of the Company.

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- **Suppliers and Contractors**

The Company shall provide equal opportunities to all suppliers and contractors and shall not commit any interference in the business processes. The Company shall also treat all parties equitably, without any discrimination, by establishing clear criteria for assessment and selection of suppliers, competitions, from bidders, and selections which are appropriate, fair and meet clear standard, and shall be ready to be made in written form of contract.

The Company kindly requests its suppliers and contractors to demonstrate their respective commitments to the prevention and accountability for their own human rights impacts in case of violation. The Company also expects its suppliers and contractors to develop corrective processes and procedures for such matter in accordance with the principles of human rights.

Significantly, the Company conducts human rights due diligence as part of the policy implementation. As human rights due diligence is an on-going process, the Company commits to conduct a periodic review of this process, as well as to continuously monitor the risk assessment and performance, and to evaluate its existing mitigation measures and remediation actions. Additionally, the Company has established a whistleblowing channel as well as a grievance mechanism, a complaint-handling process, and a guideline for complainant protection. This includes complaint channel via humanrights@ckpower.co.th or through the Company's website. When a complaint has been received, the Company will identify the responsible person(s), the processing time, and the measures to protect whistleblowers or complainants to build confidence and a sense of security for whistleblowers. Complainants will receive reasonable and fair compensation from the Company or from the person who caused the damage under the Company's management approach and legal rules.

Finally, the Company will disclose its human rights performance, yearly, and reports its findings through the Company's sustainability report, or the company's website. This is to create

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transparency in its work operations in respect of human rights and its relations to the general public; any complaints and concerns regarding human rights violations can be reported through the Company's communication and complaint channel.

These human rights commitments are clearly stated in writing, with approval of the management, and come into force.

It is hereby announced for general acknowledgment and action.

-Signature-

(Dr. Thanong Bidaya)
Chairman of the Board of Directors