



Personnel Management Policy

of

CK Power Public Company Limited and its Affiliated Companies



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Content

	Page
Objectives	1
Scope	1-3



Objectives

To ensure that the human resource management of CK Power Public Company Limited (the “Company”) and its affiliated companies is conducted efficiently, transparently, in line with the efficient management policy and in accordance with the Principles of Good Corporate Governance, the Personnel Management Policy is then formulated and staff are encouraged to develop their skills, capabilities to ensure work efficiency, together with staff’s career growth in the pursuit of sustainability of the Company and its affiliated companies.

Scope

The Personnel Management Policy of the Company and its affiliated companies conveys the material essence as follows:

1. Human Rights and Labor

The Company and its affiliated companies formulate the policy to uphold the basic human rights by obeying laws, cultures, traditions, values, and cultural diversity in treatment towards staff and persons who are affected as a result of the business operations of the Company and its affiliated companies, as well as avoiding involvement with human rights violations, by focusing on the systematic human resource management, treating all personnel equally, coupled with giving priority to social and community care on the basis of safety and good quality of life.

2. Employment and Placement of Staff

The Company and its affiliated companies formulate the policy to manage manpower to make it suitable for the organization structure by developing the procedures for nomination and selection of personnel who have the required qualifications, knowledge, capability, and competence which qualify for the work positions and conform to values of the Company, as well as overseeing the system of nomination and selection to ensure it is made efficiently, without any discrimination based on physical appearance, race, religion, gender, age, education, and sexual orientation, and provision of equal opportunities, respect for human rights and non-violation of labor laws, as well as fairly treating staff, including applicants and related persons.

3. Performance Management

The Company and its affiliated companies formulate the policy on performance management to make it effectively by establishing the Key Performance Indicators (KPIs), comprising the Company targets, work unit targets, and individual targets, which are clear and coincident with each other. In this regard, each staff's performance is not only taken into consideration based on the KPIs, the Company and its affiliated companies also consider the continuity in performance of their work, including the results of behavioral indicator assessment which are in line with the core values of the organization.

4. Payment of Remuneration and Welfare

The Company and its affiliated companies give priority to payment of remuneration and welfare which are appropriate, competitive and fair, in line with each individual staff's work performance, with surveys and comparison of remuneration and welfare offered by other companies in the business group of similar nature, including the labor wage rates of the relevant market, both inside and outside the country, in order to establish the appropriate and competitive wage structure, as well as improving welfare to ensure appropriateness and achievement of staff's requirements, providing staff with stability and motivation in the long run. The Company and its affiliated companies establish the employer committee and the employee committee in the business premises to ensure compliance with labor laws, and also provide staff the opportunity to participate in expression of opinions, listening to and provision of suggestions which are useful for welfare arrangements via channels specified and disclosed to staff by the Company.

5. Development of Staff Knowledge and Competency

The Company and its affiliated companies have emphasized development of competencies, knowledge, capabilities, career growth, and expertise in professional fields of staff by drawing up the annual training plan to make it consistent with necessity of job descriptions through combination of the same with staff's work performance of staff and the Company's annual training development plan in order to accommodate the business growth in a continuous and sustainable manner.

6. Survey on Employee Engagement with the Company and its Affiliated Companies

To encourage staff to have engagement with the Company and its affiliated companies, the Employee Engagement project is then set up to carry out a staff satisfaction and engagement survey on a continuous basis so that the survey results can be used to analyze, design and improve the personnel management structure policy, including various welfare benefits, to ensure that they achieve the requirements of staff and growth of the Company and the company group on a continuous and sustainable basis.

7. Workplace Safety

The Company and its affiliated companies give priority to the safety, occupational health and environment by realizing the prevention and remedy of activities which may impact on the safety, to make it consistent with provisions of relevant laws, as well as requiring that inspection, following up, evaluation, and review of work operations shall be carried out so that staff and contractors can prevent and remedy the activities which may impact on the safety, occupational health and environment, including development of operating methods on a continuous basis.

It is hereby announced for general acknowledgment and action.

(Dr. Thanong Bidaya)

Chairman of the Board of Directors