



CKPower
ENDLESS ENERGY

2024 Summary Human Rights Report

CKP Human Rights Due Diligence
and Human Rights Risk Assessment (HRRA)

2 September 2024

For publicly disclosure

Content

CKP Human Rights Due Diligence and Human Rights Risk Assessment (HRRRA)

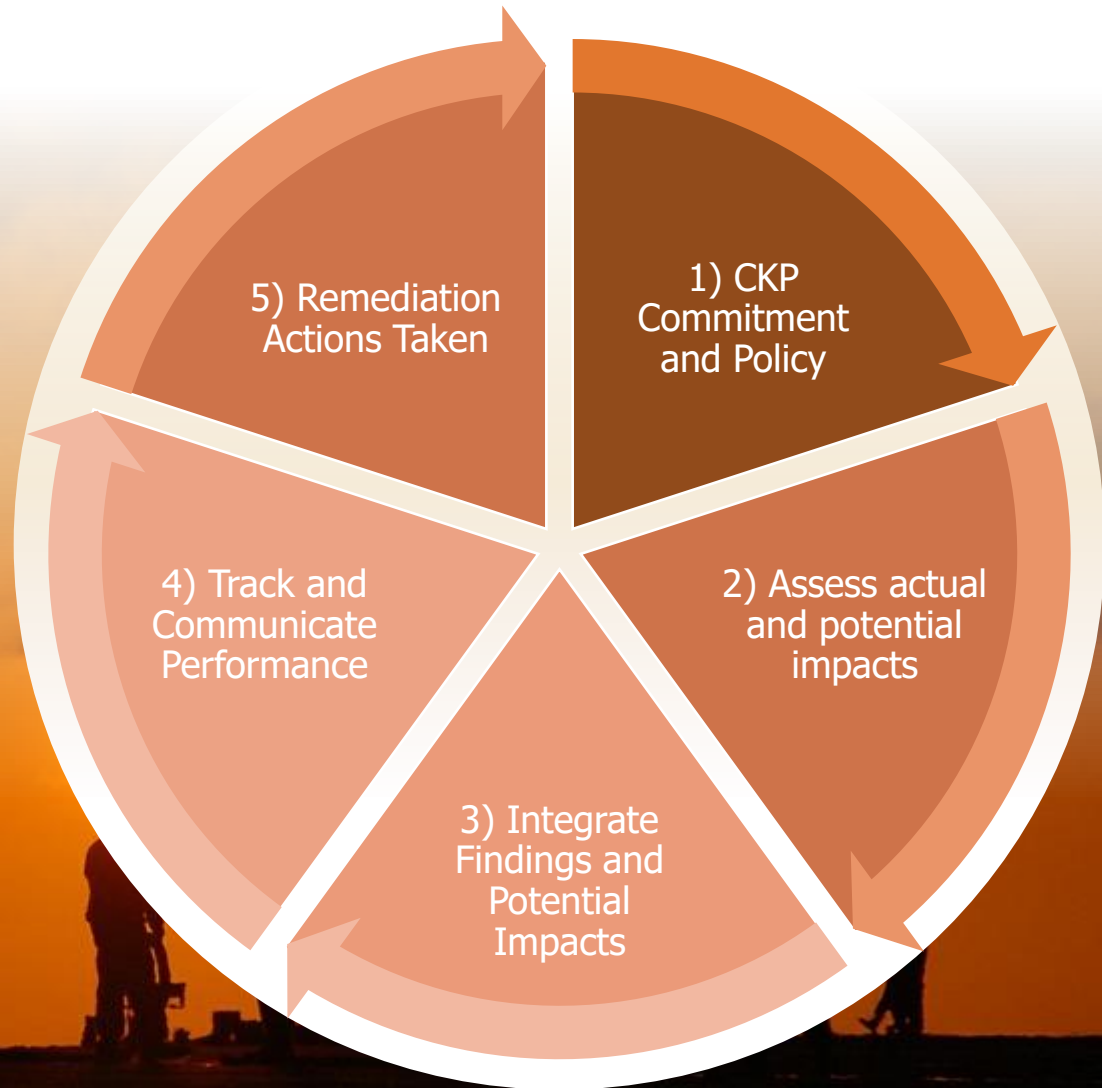
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CKP Human Rights Due Diligence

CKPower recognizes that human rights are fundamental rights in which all humans are entitled to. It is an underlying principle for living together. Therefore, CKPower puts tremendous effort into their human rights management to ensure its effectiveness. For this reason, CKPower implemented the Human Rights Due Diligence (HRDD) process and conducted continuously every 3 years, this year report is a review for the period of 2021- April 2024.

The objectives of the HRDD is to identify human rights risks and impacts and, in doing so, prevent them from occurring within CKPower’s own operations, subsidiaries, joint-ventures, and value chain as well as new business relations (mergers and acquisitions), and to all relevant stakeholders, including vulnerable groups. The HRDD process includes 5 following steps.



1. Commitment and Policy



Human Rights Policy
of

CK Power Public Company Limited and its Affiliated Companies

- **Adhere to the human rights laws, and in accordance UDHR, UNGC, UNGPs, ILO, and the Constitution of the Kingdom of Thailand.**
- **Apply to all own operations, business partners, joint venture, new business relations.**
- **Cover to vulnerable/ at-risk groups, namely, women, children, Indigenous peoples, migrant worker, third-party contracted labor, local communities/local villagers, customers/consumers, LGBTQI+, persons with disabilities, pregnant women, and the elderly.**
- **Shall not support and/or get involved in human rights violations, and human rights risks of all types:**
 - **Prevent and prohibit**
 - all forms of illegal labors, including human trafficking, forced labor, and child labor
 - all forms of discrimination and harassment
 - **Promote and respect**
 - the freedom of association, the right to collective bargaining, and equal remuneration
 - the health and safety and standard of living
 - **Respect the right to data privacy**

2. Assess actual and potential impacts

- Identify all relevant human rights issues to CKPower's own operations, value chain, and new business relations by considering impact to business and potential rights holders, the relevant issue has been reviewed since 2021. This is done through peer benchmarking of companies in a power sectors, and updating global trend of human rights. The scope of human rights are considered based on potential rights holders affected, and impact/influence to business.
- Identify affected groups of right holders, including vulnerable people i.e. women and girl, pregnant women, children, people with disability, elderly, LGBTQI+, indigenous people, migrant worker, third-party employees, and local communities

**Step 1 :
Human Rights Issues Identification
(Human Rights Research)**

- Ranking inherent risks of identified human rights issues (Risks without any controls and measures)

**Step 2 :
Inherent Risk Ranking
(Human Rights Research &
Human Rights Case Studies)**

- Ranking residual risks of identified human rights issues (Risks with CKPower's existing controls and measures)

**Step 3 :
Residual Risk Ranking
(Human Rights Research &
Human Rights Case Studies
+ Workshop session)**

- Prioritizing human rights salient issues, referring to identified human rights issues with very high and high residual risk

**Step 4 :
Risk Prioritization
(Human Rights Salient Issues)**



The Human Rights Risk Assessment Covers Actual and Potential Human Rights Issues as Follows:



Employee Rights

- Working Condition
- Occupational Health and Safety
- Discrimination and Harassment
- Freedom of Association and Right to Collective Bargaining
- Illegal Forms of Labor (including Human Trafficking, Forced Labor, Child Labor)
- Data Privacy
- Security Management



Supplier and Contractor Rights

- Working Condition
- Occupational Health and Safety
- Discrimination and Harassment
- Discrimination (in procurement process)
- Data Privacy
- Security Management



Community Rights

- Health and Safety
- Standard of Living
- Land Acquisition and Forced Re-settlement
- Security Management



Customer Rights

- Health and Safety
- Data Privacy
- Security Management

These Human Rights Issues may be updated in accordance with the changes in global trends, peers, and business activities.

Value Chain and Scope of Assessment



Hydroelectric Power Plant



Solar Power Plant



Cogeneration Power Plant



Office

Operational Sites

Nam Ngum 2 Power Company Limited (NN2)

- Nam Ngum 2 Hydroelectric Power Plant
- Nabong Sub-station (Operations))

Xayaburi Power Company Limited (XPCL)

- Xayaburi Hydroelectric Power Plant

Bangkhenchai Company Limited (BKC)

- Bangkhenchai Solar Power Plant
- Phachi Solar Power Plant
- Banglen Solar Power Plant
- Phutthamonthon Sai 5 Solar Power Plant
- Mahachai Solar Power Plant
- Krathum Ban Solar Power Plant
- Khlong Preng Solar Power Plant

Bangpa-in Cogeneration Limited (BIC)

- Bangpa-in Cogeneration Power Plant 1
- Bangpa-in Cogeneration Power Plant 2

- Headquarter office (HQ) in Thailand
- Office in Vientiane

Value Chain

Primary activities:



Raw Material Management and Transportation



Electricity and Steam Production Operations



Electricity and Steam Supply



Electricity Delivery and Distribution



Monitoring and Inspection of the Stability of Electricity after Delivery

Support activities:



Procurement, Production Factor Management, and Selection of Equipment



Centralized Management Center and Other Infrastructures

Affected Rights Holders

- | | | | | |
|---------------------------|---|---|---|------------|
| ▪ Supplier and Contractor | ▪ Contractor ▪ Employee ▪ Community | ▪ Supplier ▪ Employee ▪ Community | ▪ Supplier ▪ Employee ▪ Community | ▪ Customer |
|---------------------------|---|---|---|------------|

- | | |
|---------------------------|---|
| ▪ Supplier and Contractor | ▪ Contractor ▪ Employee ▪ Community |
|---------------------------|---|

Vulnerable Groups

Women, children, Indigenous people, migrant workers, third-party employee, LGBTQI+, persons with disabilities, pregnant women, and the elderly.

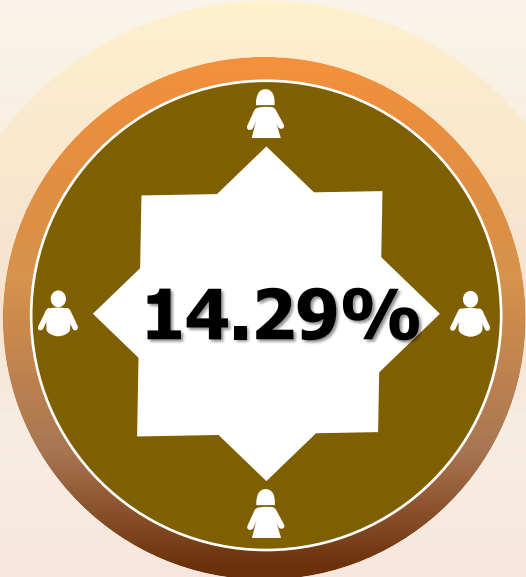


2021-2024 Human Rights Risk Assessment Results

Own Operations



100% of CKPower's operational sites in Thailand and Laos were assessed on human rights risk and impact.



14.29% of CKPower's operational sites have high human rights risks (salient issues).

- Human rights identified at high risk is "Employee Working Condition" in 2 out of 14 CKPower's operational sites.



100% of CKPower's operational sites have mitigation measures and remediation process implemented.

3. Integrate Findings and Potential Impacts

2021-2024 Human Rights Salient Issues and Mitigation Measure

Own Operations

Employee Working Condition

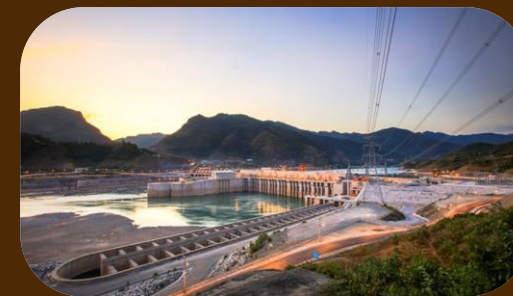
- Employees may be at risk of experiencing human rights violations due to the external factor beyond the operational area, including the impact of PM 2.5 dust. Despite the external origin of these impacts, CKP acknowledges the impact of the issue and has prepared effective measures to mitigate the risk.

Operational sites:

Nam Ngum 2
Hydroelectric
Power Plant
(NN2)



Xayaburi
Hydroelectric
Power Plant
(XPCL)



Relevant human rights based on the principles from International Bill of Rights, include:

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)

- Right to life
- Right to an adequate standard of living
- Right to health

CKP has implemented mitigation measures to ensure employees' rights are protected and that effective remedies are applicable to operational sites that are impacted:

- Establish Human Rights Policy and Complaint and Whistleblowing Management and Human Rights Remedies Guideline
- Code of Business Conduct
- Personnel Management Policy which conveys the material essence including human rights and labor and workplace safety
- Installation of air purifiers in the power plant and all employees' offices and residences in the power plant
- Installation of air quality monitoring devices in various locations, such as offices, to serve as a guideline for monitoring PM 2.5 dust, and distribution of N95 masks to employees at power plants
- Increasing public education on dust prevention to raise awareness of the impact
- Having a maintenance plan for air filters

4. Track and Communicate Performance



CKP 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 administrative mechanisms 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 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.

Communication and Complaint Channel

CKPOWER PUBLIC COMPANY LIMITED

No. 587 Viriyathavorn Building, 19th Floor, Sutthisan Winitchai Road, Ratchadaphisek Subdistrict, Dindaeng District, Bangkok 10400

EMAIL: directors@ckpower.co.th , humanrights@ckpower.co.th, ir@ckpower.co.th

WEBSITE : [Whistle Blowing Form | CKPower \(CKP\)](#)

SUGGESTION BOX: [Scan QR codes posted in offices or click the following link:](#)

[Link: https://forms.office.com/r/bWy6BJfp11](https://forms.office.com/r/bWy6BJfp11)



5. Remediation Actions Taken



CKPower is committed to conducting human rights risk assessment within an appropriate timeframe and in line with its risk prevention and mitigation measures, and continue to review and revise the human rights policy and commitments to strengthen its human rights management.

In case of violations, CKPower will ensure that reasonable remediation actions are provided with continuous monitoring and reporting of performances. Moreover, CKPower recognizes that it is essential to consider all types of remediation actions to ensure that the people who have been impacted receive an effective remedy. This includes compensation and other forms of remedy that shall amend the harm caused, such as apologies, restitution, rehabilitation, financial or non-financial compensation, punitive sanctions, and the prevention of harm (e.g. injunctions or guarantees of non-repetition).

However, in 2021 - April 2024, there was no reportings or complaints regarding any forms of human right violation in CKPower's operation. Thus, no remediation actions were deemed to be necessary.

| | | | |
|----------------------------------|--------------------------|----------------------|---|
| 0 Case of Human Rights Violation | 0 Case of Discrimination | 0 Case of Harassment | 0 Case of Illegal Forms of Labor (including Human Trafficking, Forced Labor, Child Labor) in own operations |
|----------------------------------|--------------------------|----------------------|---|