



## Human Rights Policy

PTT Global Chemical Group (PTTGC Group) respects and complies with human rights principles and regulations, including provision of protective measures and avoidance of Human Rights violation on our employees, joint ventures, business partners (suppliers, contractors, and customers) and local communities under the provision of Thai national and international laws, including other regulations, i.e., Thai Constitution, the United Nation Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, UN Global Compact Guide to Develop a Policy, and International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

PTTGC Group identifies and manages human rights issues, especially topics related to employees, joint ventures, business partners (suppliers, contractors, and customers) and local communities where we have operations.

### PTTGC Group Employees and Joint Ventures

PTTGC Group employees' rights and their working conditions, as well as joint ventures comply with labor standards not only internationally, but also the provision of national laws where PTTGC Group and our joint ventures operate. This includes compliance with PTTGC Group's Corporate Governance & Business Code of Conduct Handbook, Human Rights Policy as specified in Corporate Compliance Policy, Human Resources Strategy, and Quality Security, Safety, Occupational Health, Environment, and Business Continuity Policy. We also commit to comply with the International Labor Organization standards, such as freedom of associations, non-discrimination, refrain from using child and forced labors, and placing importance of rights of vulnerable groups, i.e. children, disabled people, pregnant women, women under breast-feeding, and minorities.

In addition, PTTGC Group places great importance on equal rights of women under the Convention on the Elimination of All Forms of Discrimination against Women. This includes respect of nationalities, social status, health, education, right to work, social classes, races, etc.

PTTGC Group intends and maintains in fair working conditions and serving as business role model in respect of human rights. This includes providing opportunities to employees in order to express their opinions on any issues, especially related issues on human rights.

## Business Partners

Business partners refer to suppliers, contractors, and customers, including other organizations that are established contractual relationship with PTTGC Group's operations.

PTTGC Group expects suppliers and contractors to respect on human rights and operate their business in compliance with Supplier Code of Conduct. In addition, PTTGC Group urges its suppliers and contractors to express their commitment on identification, prevention, mitigation, and taking responsibility for company's collateral impacts on human rights. In case of human rights violations, PTTGC Group expects suppliers and contractors to develop mitigation measures to rectify and manage issue of human rights violations as appropriate.

PTTGC Group collaborates with customers, for instance, we provide channels for customers to give feedbacks and recommendations on any related issues and human rights issues.

## Local Communities

PTTGC Group commits to being good neighbor and trustworthy partner with local communities. We support communities' rights in restoring and maintaining traditions and local wisdom through implementation of communities' development projects and improvement of living quality of local communities. This includes provisions of channels for local communities to give feedbacks regarding our operation.

PTTGC Group intends to embed Human Rights Policy in all relevant functions of operations by integrating and envisaging human rights principles in PTTGC Group level policy and related managing frameworks. All PTTGC Group's business units are obliged to strictly comply with principles, especially through interaction with business partners, suppliers, contractors, customers, and local communities.

PTTGC Group expects all executives, employees, business partners, suppliers, and contractors to always respect and support human rights principles.

PTTGC Group continually monitors, verifies, and evaluates risks and impacts of human rights. We define guidelines or measures in appropriately managing risks by assigning all functions to govern and manage risks under their responsibilities.

PTTGC Group initiates two-way communication channel to encourage knowledge, understandings, and conduct business with respect of human rights. This includes provision of open channels for employees and stakeholders to raise their concerns, identify problems, and complain through Whistleblower system in case of incidents or misconduct of human rights violations.