



# PTG ENERGY GROUP

## Supporting Document

on

## Human Rights Policy

### Records of Revisions

10	01/01/2026	Added Scope, Definitions, Roles and Responsibilities and Rights of Employees
09	01/01/2025	2024 Annual review
08	01/01/2024	2023 Annual review
07	23/12/2022	Specify more about participation in the negotiation of employee benefits.
06	11/11/2021	Added Rights of Partners and Corrective Measures
05	13/05/2021	Revised the entire document
04	01/01/2021	2020 Annual review
03	01/01/2020	2019 Annual review
02	01/01/2019	2018 Annual review
01	01/01/2018	2017 Annual review
00	23/12/2016	First implementation
<b>No. of revision</b>	<b>Effective Date</b>	<b>Detail of Revision</b>



# Human Rights Policy

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PTG Energy Public Company Limited, its subsidiaries, affiliates and joint ventures (“the Group”) are determined to operate the business with responsibilities by adhering to business practices that are transparent, accountable and ethical while also respecting human rights and prioritising equitable treatment of all stakeholders. It aims to encourage compliance with the Human Rights Principles and active participation in minimising human rights impacts throughout the Company’s value chain. Thus, the Group implements this Human Rights Policy while being coherent to and complying with other policies pertaining to the same in carrying out its business, in line with the Labour Act and applicable legislations. Importantly, the Group has incorporated guidelines of the United Nations Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNG), as well as United Nations Guiding Principles on Business and Human Rights (UNGP), in a manner that suits different business contexts.

## Scope

This policy and its regulations apply to all activities of the Group, including companies under PTG’s management control. It covers organizational operations, products and services, as well as the Group’s employees at all levels

The Group also expects and encourages joint ventures over which the company does not have direct management control, as well as business partners, contractors, suppliers, and other relevant stakeholders, to uphold and comply with this policy. This collective commitment aims to promote responsible business practices, respect human rights, and create sustainable value for society and all stakeholders.

## Definitions

Human rights mean dignity, rights and fundamental freedom inherent to all human beings and equity to not be discriminated due to race, nationality, religion, gender, age, skin color, language, ethnicity, indigenous status, or any other status.

Partner means a supplier, contractor and/or service provider of the Group, whether a juristic or a natural person, including subcontractors of such supplier, contractor and/or service provider.

## Roles and Responsibilities

### The Board of Directors

Establish policies and guidelines to prevent human rights violations across all business activities of PTG Energy Public Company Limited and its subsidiaries, including the Business Value Chain, Joint Ventures, and any Mergers and Acquisitions (M&A) under the Company’s management control.

### Management

1. Establish operating regulations appropriate to the context of each company, ensuring alignment with this policy, related regulations, requirements, and the laws of the countries where the business operates.
2. Oversee compliance with policies, guidelines, and regulations, and identify improvement opportunities to enhance implementation effectiveness. Ensure that performance under such policies, guidelines, and regulations is properly monitored and reported.

### Human Rights Department or Responsible Persons

1. Communicate concepts and objectives, and build knowledge and understanding of human rights and labor practices among the Group’s employees and all stakeholders throughout the supply chain.
2. Establish a Human Rights Due Diligence (HRDD) Process, with the following responsibilities:
  - 2.1 Review stakeholder groups and gather input from management to develop engagement processes with



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potentially affected groups and other relevant stakeholders.

2.2 Identify human rights risk issues covering forced labor, human trafficking, child labor, freedom of association, the right to collective bargaining, equal remuneration, discrimination, and harassment (including sexual harassment and other forms). Conduct Human Rights Impact Assessments (HRIA) and labor practice evaluations covering stakeholders at risk of human rights violations, such as employees, local communities, partners, suppliers, contractors, customers/consumers, and vulnerable groups and relevant vulnerable groups including women, children, indigenous peoples, migrant workers, third-party contracted workers, LGBTQI+ persons, persons with disabilities, pregnant women, and the elderly, while listening to issues from relevant stakeholders.

2.3 Establish appropriate remediation measures and action plans to mitigate impacts, including preventive measures and corrective actions to reduce risks both within and outside the organization.

2.4 Monitor and track the effectiveness of preventive measures and corrective actions.

2.5 Communicate the results of the Human Rights Impact Assessment, remediation measures, impact management approaches, and performance outcomes to affected stakeholders and the public.

2.6 Gather feedback from all sectors, including affected groups, human rights experts, and civil society organizations.

2.7 Provide whistleblowing and grievance mechanisms, as well as remediation channels, for individuals affected by human rights and labor practice issues.

3. Collect and maintain reports on Human Rights Impact Assessments and labor practices.

4. Report human rights and labor practice performance to the Corporate Governance and Sustainability Committee at least once a year.

## **Employees**

Understand and comply with the policy, guidelines, and regulations, including reporting or whistleblowing if violations are observed. When expressing personal opinions, employees must maintain the Company's image and protect its reputation, and must not use the Company's name, information, assets, or engage in any action that implies representation of the Company.

The Group has thoroughly managed human rights concerns, particularly for the sake of employees, suppliers, customers and communities in which its business is transacted. This includes conducting Human Rights Due Diligence (HRDD) within an appropriate timeframe, alongside preparing appropriate measures to manage and mitigate risks. The management of human rights extends to the rights of employees, rights of suppliers, rights of the community and the environment as follows:

## **Rights of Employees**

1. Ensure respectful and dignified treatment throughout the employment process, starting from recruitment, compensation, working hours and holidays, work assignment, work evaluation, training and development, progress planning and other matters without engaging in any discrimination practice.

2. Be cautious in performing one's own responsibilities to avoid potential risks of human rights violations that may be caused by business operation, as well as ensuring respect for human rights and reporting any suspected activity to the line manager to prevent human rights violations.

3. Ensure that there are no forced labour, human trafficking including corporal punishment that involves physical or mental abuse, whether in a form of intimidating, detaining, threatening, frightening, harassing, or violences of every kind. Moreover, rights of vulnerable groups, e.g., the disabled, must be realised and valued.



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4. Child labor in all forms is strictly prohibited. The minimum age for employment shall fully comply with applicable laws and regulations. Commitment is maintained to prevent child labor throughout the supply chain in any manner and to promote and support children's rights in accordance with the Children's Rights and Business Principles (CRBP) through responsible business conduct.

5. Employees have the right to freedom of association and the right to collective bargaining. Participation is supported through the Welfare Committee in the workplace under the Labor Protection Act B.E. 2541 Section 96 to represent employees in expressing their opinions. and guidelines for proper welfare management for employees to employers by requiring a meeting of representatives on a quarterly basis.

6. Monitor health, the environment and work safety with safety handbooks in place to enhance employee's quality of life and ensure that they will never overlook or omit any incident that can possibly cause accidents, injuries and illnesses to workers.

## **Rights of Suppliers**

1. Proceed to limit potential risks associated with PTG Group's suppliers, as well as identifying and assessing the risks caused, taking into account the society, the environment and corporate governance. Moreover, the Group will occasionally disclose risk management information that matters to its suppliers in order to strengthen confidence of all stakeholders and enhance transparency of the operations. In the case where human rights are unlikely to be fulfilled, the Group expects the suppliers to have a corrective process with proper measures ready to alleviate impacts caused by such violation.

2. Encourage suppliers to comply with the Supplier Code of Conduct whereby all suppliers operate their business fairly and maintain accountable financial status and business records, as well as facilitating access to their premises for necessary assessment. Furthermore, it is preferable that the suppliers shall observe and comply with the Group's human rights policy, and deliver their business with integrity and with no human rights violations detected while also being aware of their own responsibilities towards the society, community and the environment.

3. Encourage suppliers' employees to participate in training on contractor safety and to strictly follow work guidelines and work safety handbooks.

## **Rights of Customers**

1. Respect privacy rights of customers by maintaining customers' personal data confidential. No one shall seek benefits from those data, neither for personal gains nor for advantages of relevant parties, whether such information is provided for the purposes of marketing, order placement, or customer services. All data will be kept confidential and accessible only by authorised users. In this regard, any disclosure or transfer of such data to a third party must not breach legitimate rights and explicit consent of data subject is required.

2. Deliver products of quality and completely disclose up-to-date product/service information and updates without distortion of factual information. Also, the Group shall fulfill all contracts, agreements and conditions executed with the customers in a transparent and fair manner.

## **Rights of Community and the Environment**

1. Preserve the environment throughout its business journey to prevent potential impacts caused by business activities. Moreover, the Group has instilled awareness of such matter in employees and relevant parties to encourage their compliance with mandatory practices, e.g., those contained in legal provisions, standards, regulations and guidelines. Furthermore, the Group promotes and supports well-planned environmental management for stakeholders, disclosure of actions taken on the environment in a transparent manner through different platforms as



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deemed appropriate.

2. Participate in community or social development by rendering assistance that suits specific needs of each community and society, especially those located in the vicinity of Company's business, developing livelihood of people in the communities to ensure that they, as a whole, can thrive alongside the Company.

## **Receiving Complaints, Protection of Complainants/Informants and Remedies**

PTG Energy Group encourages its employees and stakeholders to reflect their opinions, problems, and report any activity suspected to involve wrongdoing, or lodge a complaints where there is an incident or action associated with human rights concerns or incompliance with the Code of Conduct through different mechanisms, i. e. , [whistleblower@pt.co.th](mailto:whistleblower@pt.co.th), PTG Call Centre and Mobile Application. Every complaint will be handled appropriately and fairly while each informant will be protected, to the greatest extent, with effective protection measures in place to ensure their safety after reporting the incident related to human rights. Importantly, the Group also has several corrective measures ready to lessen any potential impact where a human rights violation has been allegedly committed and is legally proven that the Group is responsible therefor. These measures include medical support, damage compensation and care provision for those affected by such abuses to make sure they receive a proper remedy for the harm they have endured.

In this regard, the Group shall review details contained herein and assess whether its employees have sufficiently complied with the Human Rights Policy at least once a year.