



HUMAN RIGHTS POLICY

CH. KARNCHANG

PUBLIC COMPANY LIMITED



Human Rights Policy

CH. Karnchang Public Company Limited and its company group (the “Company”) have announced this Human Rights Policy to demonstrate the Company’s commitment to conducting its business with due regard for, and respect of, the fundamental human rights of stakeholders within the Company and throughout the value chain in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGP), the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the Core Conventions of the International Labor Organization (ILO)’s Declaration on Fundamental Principles and Rights at Work, the Organization for Economic Co-operation and Development (OECD), and the principles of Protect, Respect and Remedy in addressing impacts arising from human rights violations, as well as the Constitution of the Kingdom of Thailand. This is to support the Company’s aspiration to be a regional leader in construction business and in the development and investment in public utility infrastructure with quality and integrated capabilities. The details of this Human Rights Policy are as follows:

- 1. Respect for Human Rights:** The Company shall conduct its business transparently and fairly, without violating personal data, and shall listen to the views of stakeholders within the Company and throughout the value chain, including employees, customers, suppliers, contractors, communities/environment, and migrant labor. In addition, the Company’s business operations must be free from all forms of illegal labor, including human trafficking, child labor below the legal minimum age, and forced labor, whether within the Company or within the Company’s supply chain.
- 2. Equal Treatment:** The Company conducts its business based on equality and non-discrimination toward stakeholders of all groups, regardless of differences in race, ethnicity, religion, gender, age, sexual orientation, disability, marital status, nationality, or any other status, in order to create a working environment that respects human dignity and promotes diversity and equality, while fostering equal opportunities in employment, development, and career advancement. The Company also promotes a workplace free from harassment, bullying, and retaliation, and supports an organizational culture that respects differences and encourages diversity and inclusion.



Accordingly, the Company has established its equal treatment practices to protect the human rights of stakeholders of each group as follows:

- **Shareholders**

Shareholders play an important role in monitoring and overseeing the Company's operations to ensure transparency and fairness, to ensure that the Company operates in the right direction and generates appropriate returns for shareholders. Moreover, shareholders have the right to attend shareholders' meetings to express opinions and make decisions on key matters of the Company, such as approval of financial statements, appointment of directors, remuneration for directors, dividend payments, and appointment of auditors and determination of audit fees, etc. All shareholders have equal rights to receive accurate and complete information in relation to the Company for use in making investment decisions.

- **Employees**

The Company is committed to respecting the human rights of employees and has a clear policy on human rights within the organization, which promotes fundamental human rights in line with international labor standards and is incorporated into the Code of Conduct to create a safe, fair, and non-discriminatory working environment, with an emphasis on equal pay for remuneration with transparent consideration criteria, together with review processes to ensure that everyone is treated fairly.

The Company does not tolerate any form of harassment or intimidation, whether physical, verbal, or online, and provides safe complaint channels for all employees. In addition, the Company places importance on protecting employees' rights to freedom of association and collective bargaining. In this regard, the Company shall communicate the human rights policy clearly to employees at all levels.

- **Customers**

The Company has fair and responsible policies and practices toward customers, gives priority to all customers equally, treats them with excellent service standards, and strictly protects customer confidentiality. The Company is committed to delivering quality products in accordance with agreements at fair prices and to providing customers with accurate and complete information at all times. In the event of complaints or issues, the Company has processes to listen to and resolve matters promptly and fairly to ensure the highest customer satisfaction.

- **Suppliers**

The Company conducts its business based on sustainable and fair relationships with suppliers, adhering to good governance principles and fair competition. The Company emphasizes transparent and auditable procurement processes and provides equal opportunities to all suppliers, taking into account mutual benefits and capability development for sustainable business operations. The Company prepares standardized contracts and maintains its internal control system to prevent corruption and misconduct at every stage, makes timely payments to suppliers, strictly complies with contractual obligations, and strictly protects suppliers' confidential information.

- **Media**

The Company is committed to creating an open and transparent environment that promotes freedom of expression and access to accurate and fair information. At the same time, the Company places importance on respecting personal rights and privacy of all relevant parties. The Company will comply with applicable laws and regulations relating to human rights and will communicate openly and transparently with stakeholders of all groups to build long-term trust and cooperation.

- **Community, Society, and the Environment**

The Company gives top priority to social responsibility and is committed to conducting its business transparently, adhering to good governance principles, and considering impacts on the environment, society, and communities, including indigenous peoples or ethnic groups. The Company recognizes community rights and provides opportunities for communities to participate in decisions that affect their quality of life. The Company applies, in concrete practice, the principle of "Free, Prior and Informed Consent" (FPIC).

The Company believes that community participation is a key driver of sustainable development, especially in creating employment opportunities for all. The Company therefore encourages employees at all levels to uphold a sense of social responsibility and stands ready to provide

continuous support to communities through vocational skills training programs, job placement, and support for small-business development, with primary focus on community needs and issues, particularly youth, new graduates, and underprivileged groups, to jointly build an equitable and sustainable society.

Furthermore, the Company is committed to developing and enhancing environmental quality by integrating environmental management into business operations to achieve a balance between economic development and environmental conservation, which forms a key foundation for good quality of life for communities and society. The Company promotes employee awareness of environmental conservation and encourages continuous participation in environmental management, engages with communities, and discloses sustainability performance information transparently through various channels to build confidence and social responsibility, with the goal of creating positive environmental and community impacts.

- **Government Agencies**

Business operations in association with any agencies, whether government agencies or state enterprises, must be carried out transparently, fairly, and in compliance with applicable laws.

- **Competitors**

The Company has fair and responsible policies and practices toward competitors, based on fair competition within the legal framework. The Company believes in trade freedom and views competition as beneficial in driving development and innovation to meet customer needs. The Company therefore treats competitors fairly, does not damage competitors' reputation, does not unlawfully access competitors' confidential information, and strictly complies with rules and regulations relating to trade competition.

3. **Fair Employment Conditions and Occupational Health and Safety:** The Company provides fair and safe working conditions in compliance with labor laws and international labor standards, including fair remuneration based on capability and performance, not lower than the minimum wage, and aligned with industry standards and cost of living to enhance employees' quality of life. The Company also sets appropriate working hours and overtime arrangements, provides adequate rest periods, and responsibly manages workloads. The Company provides a safe workplace in accordance with occupational health standards, with risk control measures to prevent workplace accidents and occupational diseases, together with investigation and continuous improvement systems.
4. **Support for Freedom of Association:** The Company respects rights and freedoms of association, assembly, and collective bargaining, and supports equal remuneration. All employees have the right to voluntarily join or establish labor organizations, unions, or employee committees without interference, harassment, or retaliation. The Company supports collective bargaining between employee representatives and management to determine fair and equal working conditions,



remuneration, and welfare in line with industry standards, regardless of gender, race, religion, or background.

5. **Due Diligence:** The Company shall continuously conduct comprehensive human rights due diligence (Human Rights Due Diligence) in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPR) to identify risks and preventive guidelines against human rights violations, and to define remedies for affected persons when human rights violations occur.
6. **Communication and Disclosure:** The Company shall communicate and disclose its business performance relating to human rights, such as risk issues and risk management guidelines relating to human rights within the organization and throughout the value chain, the number of human rights violation incidents, and corrective actions and remedies taken when human rights violations occur. The Company shall also continuously promote awareness of human rights at all levels of the organization.
7. **Grievance Mechanisms and Remedy:** The Company provides grievance mechanisms for stakeholders of all groups, including employees, customers, suppliers, contractors, communities, and other stakeholders. Such mechanisms operate based on the following principles: accessibility and appropriateness for each group; protection of complainants from retaliation; fair and transparent review processes with confidentiality safeguards; determination of appropriate corrective and remedial measures; and the use of complaint information to prevent recurrence and continuously improve the system.
