

Human Rights Assessment Checklist

Bangchak Corporation Public Company Limited (BCP) and BCP Group

Introduction

Bangchak Corporation Public Company Limited (BCP) has conducted Human Right Due Diligence (HRDD) in order to indicate prevention and mitigation approaches associated with the UN Guiding Principles on Business and Human Rights (UNGP) and National Human rights commission of Thailand (NHRC) to cope with human rights issues which may occur from our business operations. It is expected that businesses associated with BCP Group will comply with the Human Right Policy of BCP. This is compulsory for the BCP's subsidiaries to take actions to respond to the policy properly.

Human Rights Assessment Checklist

The objectives of this document are as follow:

1. To be used as a tool for BCP's and its subsidiaries' managements to identify human rights risks in the business operations and throughout the supply chain.
2. To create awareness about human rights issues, promote protection, respect and remedy concept to relevant internal and external stakeholders.
3. To help BCP to identify human rights risks and find mitigation action at the early stage. Human rights risks listed are used as deterrence for human rights violations. When the violation against human rights occurs, the Company has to define mitigation action by including victims and stakeholders.

This checklist is part of BCP's Human Rights Due Diligence (HRDD) process. The checklist includes a compilation of potential human rights issues related to BCP Group's operations and supply chain. The checklist covers 5 vulnerable groups including women, children, indigenous people, migrant workers, and disable people in accordance with The Human Rights Protection of Vulnerable Groups.

1	Construction of factories/ operations/ business expansion/ merger and acquisition
2	Key human rights risks to employees
3	Key human rights risks to contractors
4	Key human rights risks to communities and society around operation sites
5	Key human rights risks to customers and consumers
6	Key human rights risks to suppliers/partners
7	Key human rights risks to migrant workers
8	Key human rights risks to Temporary workers

Who should use this checklist?

Managers, responsible person for HRDD process, suppliers, and key partners should use this check list to identify human rights risks in addition to other tools such as the Supplier Code of Conduct Assessment. This checklist is used to create awareness, identify human rights issues, and assess potential impacts from

human rights violations; it is not necessary to complete all items in this checklist in all situations. For example, if there are no migrant workers in the local operations or it is certain that suppliers, contractors, or partners do not hire migrant workers, the issues related to migrant workers may be skipped in the checklist




How to use this checklist?

The objective of this checklist is to help management to foresee human rights risks that may arise from conducting businesses. The following list of questions help users to identify potential risks.

✔ Low impact activity: any activities that have low human rights risk. The Company may not need to take any additional actions or provide response actions to mitigate the risks

✔ High impact activity: any activities that the Company may pay additional attention to or take additional actions to mitigate the risks. In case of severe impact activity, the Company may consider more than one action.

If a high risk activity is identified, the Company must take additional actions to mitigate risks as follow:

1	2	3	4
<p><input checked="" type="checkbox"/> Comply with contents in the checklist (or stop implementations, as appropriate)</p>	<p> Seek additional information before making decision</p>	<p> Contact external or internal experts for appropriate responses</p>	<p> Consult external or internal experts for additional activities</p>
<p>For example, under the contractors: have contractors received appropriate training or do employees receive personal protection equipment? If the answer is “no”, the manager should provide the appropriated training to the contractors</p>	<p>For example, under new construction or expansion: are there any homeless people in the area? If the answer is “yes”, responsible functions should conduct additional research on their rights and traffic route that may cause the impact to the homeless.</p>	<p>For example, under child labor: does the company has child labor termination process in case of child labor law is violated. If the answer is “no”, the manager should consult with professional to develop appropriate policy, provide educational access and compensation to their family.</p>	<p>For example, under migrant labor: does the factory prohibit using subagent? If the answer is “no”, the manager should consult with company or agents to ensure that risk prevention process for migrant labor is appropriate and the migrant labor will not turn to be a force labor.</p>

1. Construction of Factories/ Operational Area/ Business Expansion/ Merger and Acquisition (11 items)

One of key factor for a successful business is the social License to Operate in addition to complying with the laws and regulations. Therefore, the Company places a high important to being a "member" of the community by ensuring that the Company's operations do not have negative impacts to the community and participating in the development of the communities. Although each operational area has different risks and challenges, stakeholder engagement must be an integral part of human rights risks identification, assessment, and development of mitigation strategies.

<p>Construction of factories/ operational area/ business expansion/ merger and acquisition</p>	<p>Symbol</p>	<p>▼ Low Risk ▲ High Risk</p>	<p><input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information</p>	<p><input checked="" type="checkbox"/> Contact specialists <input type="checkbox"/> Engage the community</p>
<p>Land Management: the company should examine land holding documents going back far enough to know how the land was used prior to answering the following questions.</p> <p>1. Are there any inhabitants in the project area? (in case of expansion – are there any inhabitant in the previous project area?)</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>2. Are there any conflicts of interests leading to negative impact to land owners? (in case of expansion – are there any conflict of interest in the previous area?)</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>3. Do the habitants need to move out from the construction area? (in case of expansion – do the habitant need to move out from a previous construction area?)</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/></p> <p>4. Do the homeless people have the right to pass the project area or to access the project area to harvest resources?</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/></p> <p>Water Quality, Equality and Accessibility</p> <p>5. Does the Company's construction or operation have the potential to create negative impacts to water accessibility by the local communities?</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/></p> <p>6. Does the Company's construction or operation have the potential to create negative impacts to resources accessibility by the local communities?</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/></p> <p>Cultural Impacts</p> <p>7. Does the land have an important role to cultural heritage? (such as religious, art, history, architectural or environment)</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/></p>			<p>Security Management Before answer the following questions, the Company should investigate security company that will be responsible for project area</p> <p>8. Have the employees been received security training on scope, authority, and respecting of human rights including enforcement?</p> <p><input type="checkbox"/> Pass ▼ <input type="checkbox"/> Not pass ▲ <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Environment</p> <p>9. Does using local natural resources create negative impact on natural resources accessibility or utilization of resources by the communities?</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/></p> <p>10. Does using local natural resources create negative impact on natural resources accessibility or utilization of resources by the communities?</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Violation</p> <p>11. Does local authority or corporate construction functions create negative impacts as described above or any other human rights impacts?</p> <p><input type="checkbox"/> No ▼ <input type="checkbox"/> Yes ▲ <input type="checkbox"/> <input type="checkbox"/></p>	

2. Key Human Rights Risks Related to Employees (20 Items)

Poor management of employment process may lead to labor violation and forced labor. Local and migrant labor should receive equal treatment, non-discrimination, complied with labor laws, good practices to prevent forced labor, promote gender equality, safety workplace, freedom of association and collective bargaining

Employees	Symbol	<input checked="" type="checkbox"/> Low Risk <input type="checkbox"/> High Risk	<input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information	<input checked="" type="checkbox"/> Contact specialists
<p>Labor Law Compliance</p> <p>1. Do employees understand their pay and compensation terms?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>			<p>Occupational Health and Safety</p> <p>12. Does the Company provide safety training and personal protective equipment for employees?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/>	
<p>2. Does the Company provide a written employment contract? Do employees understand regulations and contract term in the employment contract?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>			<p>13. Do employees have ability to access many areas such as canteen or toilet without restriction?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/>	
<p>3. Does the Company pay overtime under legal rate to employees?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>			<p>Freedom to Complain, of Association and Negotiation</p> <p>14. Does the Company provide safeguard threats any threatening actions to labor union committee?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	
<p>4. Does the Company provide letter of agreement on working conditions, employment status, working condition, and define fair compensation to employees?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>			<p>15. Does the Company support or allow the establishment of independent employee groups in various forms such as labor unions or un-official groups to freely discuss work issues?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	
<p>Non-Discrimination</p> <p>5. Does the Company set non-discrimination policy, covering race, language, gender, marital status, disability, religion and personal opinions?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>			<p>Employee Privacy</p> <p>16. Does the Company only use employee information strictly for business purpose?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	
<p>6. Does the Company provide equal opportunities and non-discrimination, covering women, disabled or other disadvantage groups?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>			<p>17. Employees personal information will not be used to discriminate, yes or no?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	
<p>7. Does the Company employ at least one disabled person per 100 non-disabled employees, or support annual budget for the promotion and development of quality of disabled person?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>			<p>Discipline and punishment</p> <p>18. Does the company not support any mental and physical punishment to employee?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
<p>8. Does the Company provide training and development opportunities to employees properly?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>			<p>19. Does the company have any remediation workplace violation, sexual harassment or discrimination and response effectively which came from verbal, posture, touch or any method else?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
<p>Labor Protection</p> <p>9. Does the Company have no child labor under 15 year-old?</p> <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>			<p>20. Does the company have a complaint mechanism from threat and discrimination in place?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
<p>10. Does the Company have no female workers working in risky conditions or other tasks as prescribed in the Ministerial Regulations</p> <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>				
<p>No Forced Labor</p> <p>11. The Company does not use or has benefitted from forced labor, including physical punishment, coercion, imprisonment, threats, human trafficking or violence, yes or no?</p> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>				

3. Key Human Rights Risks to Contractors (15 items)

Contractors	Symbol	<input checked="" type="checkbox"/> Low Risk <input type="checkbox"/> High Risk	<input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information	<input checked="" type="checkbox"/> Contact specialists																																																												
<p>Employment</p> <p>1. Does the Company only employ permanent employees for key functions?</p> <table border="1" data-bbox="209 387 798 427"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>2. Do outsources make up of no more than 30% of total workforce?</p> <table border="1" data-bbox="209 461 798 501"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>3. Does the Company have management mechanism to ensure that only reputable companies and agents are used? (proper business license, compliance with the laws, etc.)</p> <table border="1" data-bbox="209 602 798 642"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>4. Do the Company's day labor contractors receive fair compensation and benefits in accordance with labor law?</p> <table border="1" data-bbox="209 710 798 750"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>5. Does the Company have no child labor under 15 year-old?</p> <table border="1" data-bbox="209 784 798 824"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>6. Does the Company or agent pay compensation, social security, provident fund, and other benefits for the contractors in accordance with the laws?</p> <table border="1" data-bbox="209 891 798 931"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>Work Environment</p> <p>7. Do labor contractors receive necessary trainings covering safety as well as receive personal protective equipment?</p> <table border="1" data-bbox="209 1066 798 1106"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>8. Do labor contractors have ability to access many areas such as canteen, medical room, or toilet without restriction?</p> <table border="1" data-bbox="209 1173 798 1214"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>9. Does the company have process to conduct audit on the use of labor by suppliers and partners on a regular basis?</p> <table border="1" data-bbox="209 1281 798 1321"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>10. Does the Company have accessibility to contractors' labor assessment results and compliance with labor standards of the contractors?</p> <table border="1" data-bbox="209 1388 798 1429"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>			<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>11. Do labor contractor's receive compensation and other welfare equally with their own employee?</p> <table border="1" data-bbox="871 387 1460 427"> <tr> <td><input type="checkbox"/> ไม่ใช่ <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> ใช่ <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>Contractor Management</p> <p>12. Does the company apply Termination and Re-hire policy to avoid permanent employment benefit?</p> <table border="1" data-bbox="871 562 1460 602"> <tr> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>13. Do labor contractors who worked continuously for more than one year?</p> <table border="1" data-bbox="871 636 1460 676"> <tr> <td><input type="checkbox"/> ใช่ <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> ไม่ใช่ <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>14. Does the company or agent have any written documents or policies:</p> <ul style="list-style-type: none"> - The criteria of the minimum age of employees for hiring job - Payment and minimum rate of overtime payment - Leaving days and working hours - Freedom for association for collective bargaining - Non-discrimination - Unthreaten violation employee - Unseize the passport of migrant labor (No forced labor) <table border="1" data-bbox="871 943 1460 983"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>15. 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4. Key Human Rights Risks to Local Communities and Society Around the Operation Sites (10 items)

Local communities and society around the operation sites	Symbol	<input checked="" type="checkbox"/> Low Risk <input type="checkbox"/> High Risk	<input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information	<input checked="" type="checkbox"/> Contact specialists <input type="checkbox"/> Engage the community										
<p>Environmental Management</p> <p>1. Does the Company abide by all environmental managements law and regulations?</p> <table border="1" data-bbox="209 555 799 595"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table> <p>2. Does the Company regularly communicate environmental performance and impacts to the communities and society?</p> <table border="1" data-bbox="209 663 799 703"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table> <p>3. Does the Company provide grievance channels and remediation action on environmental impacts to communities/ society surrounding the operation?</p> <table border="1" data-bbox="209 770 799 810"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table>			<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p>Security and Safety</p> <p>6. Does the Company have emergency management plans/ measures including emergency drills to ensure business continuity?</p> <table border="1" data-bbox="871 555 1461 595"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table> <p>7. Does the Company have emergency communication channels for communities including providing response guidance to the communities during emergencies?</p> <table border="1" data-bbox="871 696 1461 736"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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<p>Social Welfare</p> <p>4. Does the Company conduct survey of the local community to receive feedbacks, needs, and expectations at least once a year?</p> <table border="1" data-bbox="209 949 799 990"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table> <p>5. Does the Company have a plan to foster relationship with the surrounding communities, providing equal opportunities, non-discrimination covering women, people with disabilities and others disadvantaged groups?</p> <table border="1" data-bbox="209 1088 799 1128"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table>			<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<p>Regulatory Compliance</p> <p>8. Does the Company never have an environmental and social violation case?</p> <table border="1" data-bbox="871 873 1461 913"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table> <p>9. Does the Company never have any human rights violation against the surrounding communities?</p> <table border="1" data-bbox="871 981 1461 1021"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table> <p>Confidentiality</p> <p>10. Does the Company have confidentiality mechanism for complainants/ affected people?</p> <table border="1" data-bbox="871 1155 1461 1196"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></td> </tr> </table>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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5. Key Human Rights Risks to Customers and Consumers (13 items)

Customers and consumers	Symbol	<input checked="" type="checkbox"/> Low Risk <input type="checkbox"/> High Risk	<input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information	<input checked="" type="checkbox"/> Contact specialists <input type="checkbox"/> Engage the community
<p>Products and Services</p> <p>1. Does the Company provide details on products and services, prices, quality to customers/ consumers?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>2. Does the Company provide accessible places for every groups of customers (elderly/ disable people)?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>3. The Company never violates any consumer protection law, yes or no?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>4. The Company never violates any laws related to propaganda or false advertisement that can mislead the consumers, yes or no?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>5. Does the Company provide communication channel/ grievance and remediation action to customers in case of negative impacts received from the Company's products and services?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Safety</p> <p>Does the Company provide safety measures to customers when they are using the Company's products/ services?</p> <ul style="list-style-type: none"> • Provide warning signs and directions to minimize accidents • Install closed circuit cameras in public area • Install lighting system • Provide security guards or responsible security employees • Install alarm system • Conduct fire safety emergency drill <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>			<p>7. Does the Company have prevention and mitigation programs covering harassment, violence or other serious damages in order to prevent risks to the customers?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Non-Discrimination</p> <p>8. Does the Company provide equal treatment, non-discrimination to all customers, covering nationality, language, gender, disability, religious and personal comments?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Protecting Personal Private Information</p> <p>9. Does the Company inform customer personal data management approach, data confidentiality, data accessibility and usage to the customers?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>10. Does the company delete or destroy customer's personal data after withdrawal consent?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>11. Does the Company have credit card payment processing that meet data protection and security standards to protect customers' information?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>12. The Company does not share customers' information with a third-party without the customer consent, yes or no?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>13. Does the disabled employee convenience accessibility to products or services?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	

6. Key Human Rights Risks to Suppliers (12 items)

Suppliers	Symbol	<input checked="" type="checkbox"/> Low Risk <input type="checkbox"/> High Risk	<input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information	<input checked="" type="checkbox"/> Contact specialists <input type="checkbox"/> Engage the community																																																		
<p>Production Process: The location and environment of suppliers and contractors are mainly criteria for coping with potential human rights impact</p> <p>1. Does the supplier's products was produced by supplier's organization?</p> <table border="1" data-bbox="209 600 798 645"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>2. Does the supplier's products or their process came from severely violation area?</p> <table border="1" data-bbox="209 712 798 757"> <tr> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>3. Does the suppliers/contractors business have the potential to create negative impacts to water or resources accessibility by the local communities?</p> <table border="1" data-bbox="209 824 798 869"> <tr> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>4. Does the supplier's organization ensure that all contractor and migrant labor receive compensation and other welfare equally with their own employee?</p> <table border="1" data-bbox="209 936 798 981"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>Workplace Environment</p> <p>5. Does the suppliers/contractors take any children at workplace?</p> <table border="1" data-bbox="209 1070 798 1115"> <tr> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>6. If "Yes" to the above question. Does the suppliers/contractors have a facility for child?</p> <table border="1" data-bbox="209 1182 798 1227"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>			<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Security</p> <p>7. If the supplier's products was produced from home workers/independent contractors. Are there any mechanism to ensure that child labor violation will not involve?</p> <table border="1" data-bbox="871 645 1460 689"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>8. Are all work done voluntarily?</p> <table border="1" data-bbox="871 712 1460 757"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>Occupational Health and Safety: To maintain, keep safely workplace and appropriate training will prevent any injury or incident in process and very important for dealing with human rights impacts.</p> <p>9. Does the suppliers/contractor's workers receive training on Occupational Health & Safety topics and use adequate and proper PPE?</p> <table border="1" data-bbox="871 958 1460 1003"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>10. If supplier's products produced from their business factory. Are they followed Thailand's Occupational Health & Safety laws & regulations requirement?</p> <table border="1" data-bbox="871 1104 1460 1149"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>11. If the supplier engaging with NGO, government or community for improving employee human rights. Does the supplier apply Human Rights Due Diligence process?</p> <table border="1" data-bbox="871 1238 1460 1283"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> <p>12. If supplier's product post branded owner product. Does the supplier have a selection process for Tier 1 supplier regarding to law compliance?</p> <table border="1" data-bbox="871 1350 1460 1395"> <tr> <td><input type="checkbox"/> Yes <input checked="" type="checkbox"/></td> <td><input type="checkbox"/> No <input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/>	<input type="checkbox"/> No <input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
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7. Key Human Rights Risks to Migrant labor (15 items)

Migrant labor	Symbol	<input checked="" type="checkbox"/> Low Risk <input type="checkbox"/> High Risk	<input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information	<input checked="" type="checkbox"/> Contact specialists <input type="checkbox"/> Engage the community
<p>Migrant labor recruitment: Company shall develop written contract of employment with legally employment agency.</p> <p>1. Does the company have a employee compensation rate policy? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>2. Does the company prohibits the use of sub-agent? <input type="checkbox"/> Prohibit <input checked="" type="checkbox"/> not prohibit <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>3. Does the company refused to hire any job discrimination, physical harassment or kidnapping? <input type="checkbox"/> Prohibit <input checked="" type="checkbox"/> not prohibit <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>4. Does the company pay for all recruitment fees, such as visa application, medical fee, etc.? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>Passport/ID card</p> <p>5. Does the migrant labor accessibility to his/her passport or any concern documents? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p> <p>Employment Criteria: Employer shall be informed all migrant labors regarding to employment criteria before starting work to prevent any deception which lead to force labor.</p> <p>6. Does the company provide clearly communication in native language about employment criteria to migrant labor? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/></p> <p>Security and Safety</p> <p>7. Does the company specify the additional employment criteria after migrant labors signed contract? <input type="checkbox"/> Prohibit <input checked="" type="checkbox"/> not prohibit <input type="checkbox"/></p>			<p>8. Does the migrant labor received his/her compensation not less than law compensation rate and welfare? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>9. Are there any mechanism to ensure that non-discrimination provision required for all migrant labors? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>10. Does the migrant labor can return to their home country safely in the proper time with received all payment? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>สภาพแวดล้อมในการทำงาน</p> <p>11. Are the working hours complied with law? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>12. Does the company provide occupational health and safety welfare to migrant labors? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>13. Are there any mechanism to ensure that non-discrimination provision required for all migrant labors? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>14. Does the migrant labor accessibility reach to complaint mechanism? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>15. Are they respect the rights to association freedom and collective bargaining of migrant labor? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	

8. Key Human Rights Risks to third-party contracted labors (12 items)

Third-party contracted labors	Symbol	<input checked="" type="checkbox"/> Low Risk <input type="checkbox"/> High Risk	<input checked="" type="checkbox"/> Proceed with implementation <input type="checkbox"/> Seek additional information	<input checked="" type="checkbox"/> Contact specialists
<p>Employment</p> <p>1. Does the sub-contractor (Third-party contracted labors) receive compensation, welfare, employment period and criteria information before starting work?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/> <input type="checkbox"/></p> <p>2. Does the company hire "sub-contractor (Third-party contracted) labor" just for business need only?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>3. Are the Third-party contractors voluntarily for working?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>4. Are the Third-party contractor labors between 15 and 18 years of age were allowed to rest break of 1 hour for every four hours work?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>5. Are the Third-party contracted labors not work more than 35 hours/week and not exceed 8 hours/day as per Thailand Labor law?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>6. Does the company specified employment criteria for Third-party contracted labors work hours and be classified as full-time labors if exceed work hours?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p>			<p>Workplace Environment</p> <p>7. Are the Third-party contracted labors apply the occupational health and safety prevention same as full-time labors?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>8. Are the Third-party contracted labors accessibility to use all common facilities; i.e., canteen, toilet, first aid room?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Non-Discrimination</p> <p>9. Are the Third-party contracted labors receive compensation and other welfare equally with their own employee?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>10. Does the company have a Non-Discrimination employment Policy which included nationality, language, sex and religion?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/></p> <p>11. Does the company have any remediation for workplace violation, sexual harassment or discrimination?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/></p> <p>12. Does the company have a safely complaint mechanism for Third-party contractors or part-time labors?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> <input type="checkbox"/></p>	

