

Human Rights Policy

PURPOSE

This Human Rights Policy articulates our commitment to upholding human rights, addressing risks, and preventing human rights violations across all business operations. It ensures alignment with our core values of integrity, respect, fairness, and sustainability, reinforcing our strategic objectives by fostering ethical practices and positive impacts on society.

SCOPE

This policy applies to Banpu Public Company Limited, all subsidiaries, and joint ventures over which Banpu has management control, as well as to contractors, suppliers, and business partners acting on behalf of the Company.

POLICY STATEMENT

The Company is committed to respecting, protecting, and promoting human rights throughout our business operations and relationships across all jurisdictions where we operate. We adhere to internationally recognized human rights standards, including the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights (UNGPs), Voluntary Principles on Security and Human Rights (VPs), the ILO Declaration on Fundamental Principles and Rights at Work, and all applicable local laws and regulations. Human rights considerations are integrated into all business processes, decision-making, policies, and contracts to ensure ethical practices throughout our value chain. Our actions and decisions are guided by the following core principles.

1. Upholding Dignity, Equality, and Security

- 1.1 **Right to Equality, Non-Discrimination and Inclusion:** We uphold the dignity and equal rights of all individuals, ensuring fair treatment and free from any form of discrimination regardless of race, color, sex, age, language, religion, political opinion, national or social origin, gender identity, sexual orientation, or any other characteristic. This applies to all stakeholders, including employees, suppliers, business partners, and communities. We pay special attention to the rights of disadvantaged, marginalized, and vulnerable groups, such as children, women, Indigenous Peoples, migrant workers and their families, ethnic, religious and linguistic minorities, and persons with disabilities.
- 1.2 **Right to Life, Liberty, and Security:** We recognize the right to life, liberty, and security of all individuals and communities affected by our operations. We implement safety measures and emergency response plans to prevent or mitigate potential or actual risks and threats to the life, security, health, or well-being of these individuals. We also ensure that actions taken by either public or private security providers are consistent with the protection and promotion of human rights.
- 1.3 **Freedom from Violence, Harassment, and Bullying:** We take a zero-tolerance approach to violence, harassment, and bullying. Everyone has the right to live in a safe, respectful, and supportive environment. We regularly assess and improve our efforts to prevent harm and ensure that all individuals have access to safe, confidential, and transparent grievance mechanisms without fear of retaliation.

- 1.4 **Freedom from Bribery and Corruption:** We prohibit all forms of bribery and corruption which can infringe or cause human rights violations. We adhere to ethical standards in all business relationships, ensuring transparency through clear processes, risk assessments, and accessible reporting mechanisms. All employees and third parties must act with integrity and disclose conflicts of interest. Any violation is subject to disciplinary action and potential legal consequences.
- 1.5 **Right to Privacy and Data Protection:** We protect individuals from arbitrary interference with their personal life, family, home, or correspondence, while safeguarding their personal data and information. We ensure the confidentiality and security of employee, customer, and partner data, preventing unauthorized access or misuse. We comply with all relevant data privacy laws and regulations, and we implement robust measures to safeguard personal information from unlawful collection, storage, or processing. This includes securing sensitive data, limiting access to authorized personnel only, and ensuring transparency through the process.
- 1.6 **Right to Complain:** We ensure that stakeholders can raise their concerns or complaints freely, confidentially, and without retaliation. We establish, communicate, and maintain accessible channels through which internal and external stakeholders can raise concerns or complaints. We investigate complaints promptly and thoroughly, ensuring that all concerns are addressed in a fair, confidential, and transparent manner. All complaints are taken seriously, investigated promptly, and treated with respect, aligning with international standards and disciplinary actions. We provide timely feedback to the complainant.

2. Upholding Labor Rights

- 2.1 **Obligation of Human Trafficking, Forced Labor, and Child Labor:** We do not tolerate any form of human trafficking, forced labor, child labor, or modern slavery within our operations or supply chain. We do not exploit children or employ individuals under 18, unless allowed by local laws and international standards. We take proactive measures to prevent, detect, and eliminate human trafficking, forced labor, and child labor across our business operations and supply chains. We enforce responsible recruitment practices, conduct due diligence, and provide awareness training for employees, suppliers, contractors, and business partners.
- 2.2 **Freedom of Association and Rights to Collective Bargaining:** We respect the rights of employees to freely associate with, join trade unions or other representative bodies without any interference. We are committed to supporting employees' rights to bargain collectively and express their views on workplace matters. We support open dialogue and collaborative relationships, ensuring that employees' rights, interests, and concerns are effectively addressed. Where freedom of association or collective bargaining is restricted or prohibited by law, we support and create alternative consultation channels. We ensure that all employees receive equal remuneration and opportunities for training, career development, and promotion, regardless of gender, race, and background.
- 2.3 **Right to a Safe and Healthy Working Environment:** We commit to providing a safe and healthy work environment for all individuals working in or near our operations. We conduct regular risk assessments, provide personal protective equipment, and offer comprehensive safety training. We ensure contractors and subcontractors adhere to the same strict health and safety standards. In the case of decommissioning, we ensure that the pre-decommissioning process is conducted and evaluated in a responsible, safe, and sustainable manner. We handle decommissioning activities by prioritizing the reduction of environmental impacts and engaging with affected stakeholders to address their concerns.

3. Upholding Housing, Land, and Environment Rights

- 3.1 **Right to Adequate Housing and Livelihoods:** We uphold the right to live in safe, secure, and habitable housing by taking proactive steps to prevent or mitigate any potential or actual adverse impact on housing, land, and livelihoods. We avoid and minimize forced evictions, involuntary resettlement, land grabbing, and loss of livelihoods. Where displacement or resettlement is unavoidable, we work to ensure that affected individuals and communities are treated with dignity, provided with fair compensation, support in securing alternative livelihoods, and implement measures to prevent further harm.
- 3.2 **Right to Relocation:** We recognize that relocation, when necessary, must be conducted in a fair, transparent, and responsible manner, ensuring that affected individuals are treated with dignity and respect. We engage with local communities in meaningful consultation and provide appropriate assistance throughout the relocation process to ensure minimal disruption to their lives. We ensure that no one is left vulnerable or displaced without proper engagement, while fostering a fair and equitable relocation process for all involved stakeholders.
- 3.3 **Right to a Clean and Healthy Environment:** We recognize a healthy environment as a fundamental human right, essential for the well-being of individuals and communities. We are committed to reducing potential and actual environmental impact across all aspects of our operations by actively minimizing pollution in all forms, including air, water, and soil contamination. We protect and manage natural resources responsibly and comply with all relevant environmental laws and sustainability standards.

4. Upholding Community and Cultural Rights

- 4.1 **Rights of Indigenous Peoples:** We respect the rights, interests, aspirations, cultural heritage, and livelihoods of Indigenous Peoples throughout the design, development, and operation of our projects. We recognize the importance of preserving the cultural heritage and land rights of Indigenous communities. We conduct assessments and apply the mitigation hierarchy to minimize adverse impacts while ensuring sustainable benefits to Indigenous Peoples. In cases where significant adverse impacts are likely, particularly related to relocation, disturbance of lands, or disruption of critical cultural heritage, we engage in a good faith consultation and obtain the Free, Prior, and Informed Consent (FPIC) of Indigenous Peoples. We prioritize Indigenous participation in the decision-making processes and maintain transparent dialogue with their communities to ensure the protection of their rights.
- 4.2 **Right to Cultural Participation:** We recognize that community identity and cultural heritage are fundamental human rights, ensuring that our activities do not undermine or disrupt the cultural practices, traditions, or values of the communities. We actively engage with local communities to understand and protect their cultural heritage and conduct comprehensive assessments to identify risks and prevent adverse impacts. We contribute to the social activities of local communities within the areas where we operate to create an environment where affected communities can freely express and participate in their cultural life.

5. Conducting Human Rights Due Diligence

- 5.1 **Due Diligence:** We conduct thorough human rights due diligence to identify, prevent, and mitigate potential or actual human rights risks and their impacts within our operations, products and services, supply chain, and business relationships at a minimum every three years, or as needed based on changing risk profiles. This process includes regular monitoring and evaluation to ensure that we effectively address and mitigate any adverse impacts on human rights.

6. Providing Grievance Mechanisms and Remedy

- 6.1 **Grievance Mechanisms:** We establish transparent, responsive, and accessible grievance channels for stakeholders to raise concerns without fear of retaliation. All complaints are handled fairly, confidentially, and in a timely manner, ensuring that appropriate action is taken.
- 6.2 **Remedy:** We provide equitable and timely remediation in cases where our activities have caused or contributed to adverse human rights impacts. We ensure that all remediation efforts are conducted in a transparent, participatory, and equitable manner, in line with national laws, international standards, and best practices.

7. Ensuring Accountability and Continuous Improvement

- 7.1 **Continuous Improvement:** We continuously review and strengthen our human rights policies and practices to ensure compliance with our commitment to safeguard human rights, applicable laws, and international human rights standards in all our activities and relationships.
- 7.2 **Training and Awareness:** We cultivate a culture of respect for human rights by providing regular training and capacity-building for all employees, suppliers, contractors, and subcontractors on human rights to ensure they understand their rights, respect the rights of all other individuals, and embed human rights understanding into their daily operations.
- 7.3 **Transparency and Reporting:** We maintain open, transparent communication with internal and external stakeholders. We disclose how we address human rights risks, including the steps we take to prevent violations and promote respect for human dignity. We proactively engage with relevant stakeholders, including local communities, civil society organizations, governments, joint ventures, and any collaborating third parties to ensure that our actions align with their expectations and the highest reporting standards.
- 7.4 **Governance and Oversight:** We oversee the implementation of this policy through a cross-functional committee. Key performance indicators (KPIs), including grievance resolution rates and supplier compliance status, are monitored with independent third-party verification.

By embedding these principles across our operations and supply chains, we strive to foster a culture of respect for human rights, creating value for our employees, stakeholders, and the communities we serve.

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