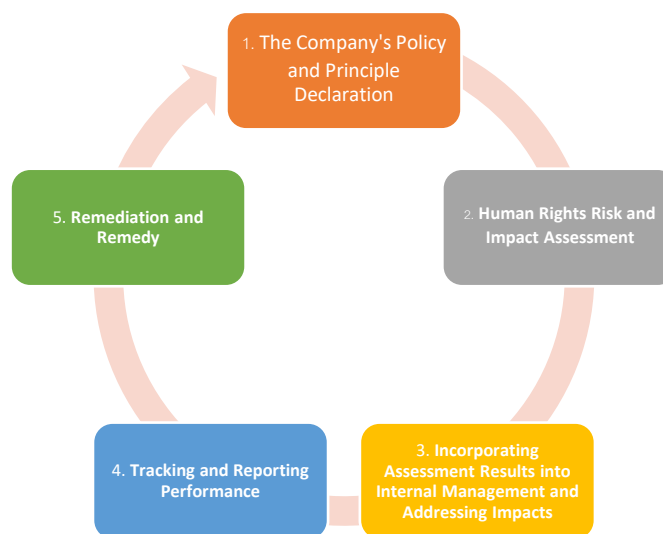




## Human Rights Due Diligence Guideline

Srisawad Corporation Public Company Limited and its subsidiaries place great importance on the human rights of employees and stakeholders. Accordingly, the Company has established a human rights risk management process with the objective of identifying, assessing, and reviewing the Company's operations that may result in human rights impacts. The Company conducts this review through a Human Rights Due Diligence (HRDD) process, which consists of five steps in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

### Human Rights Due Diligence Process



#### 1. Statement of Policy Commitment to Respect Human Rights

Srisawad Corporation Public Company Limited and its subsidiaries conduct their business in accordance with the principles of the Universal Declaration of Human Rights (UDHR) and the United Nations Guiding Principles on Business and Human Rights (UNGPs). These principles encompass the prevention of human trafficking, forced labor, child labor, discrimination, and all forms of harassment or sexual abuse, as well as the protection of freedom of association, the right to collective bargaining, equal remuneration, and other fundamental human rights.

The Company has established and publicly announced a Human Rights Policy. The scope of this policy extends beyond the Company's own operations to include its subsidiaries and stakeholders. The Company emphasizes that all directors, executives, and employees must adhere to and strictly comply with this policy.

#### 2. Human Rights Risk and Impact Assessment

Srisawad Corporation Public Company Limited and its subsidiaries conduct human rights risk assessments to identify existing and potential human rights risks arising from business operations. The assessment considers



both internal and external stakeholder groups that may be directly or indirectly affected by the Company's activities.

The human rights risk assessment covers all business operations of the Company and is divided into two main categories:

**1. Core Business Activities**

1.1 Service Operations

**2. Business Support Activities**

2.1 Suppliers

2.2 Employees

2.3 Customers

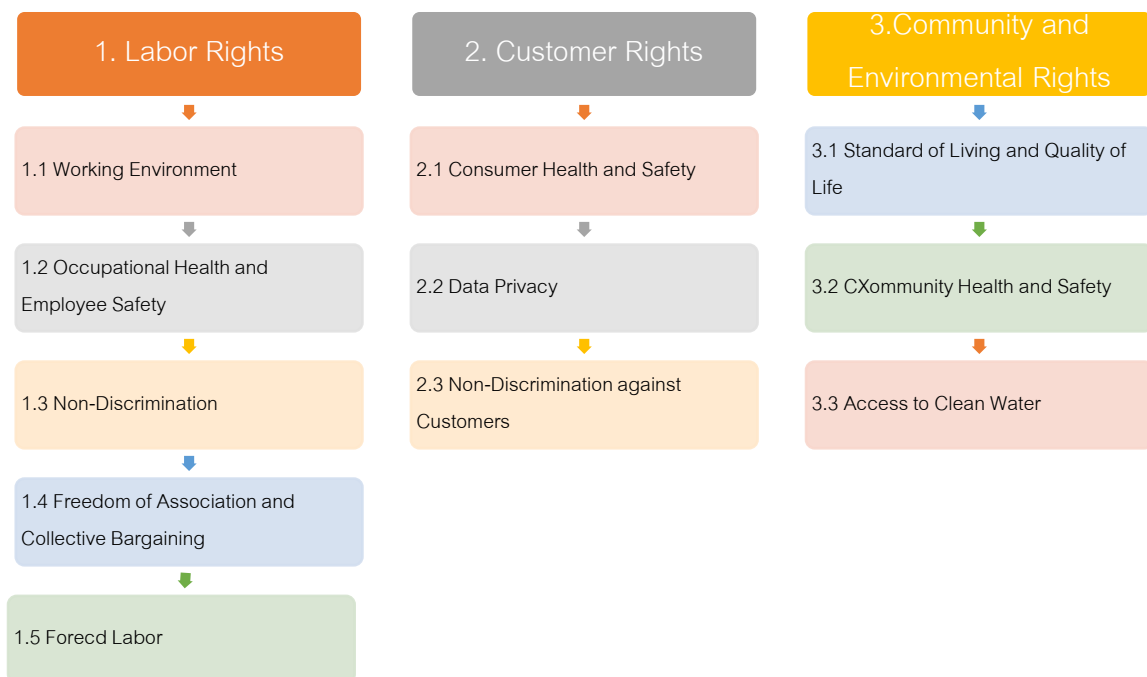
2.4 Society and Communities

2.5 Shareholders

**3. Incorporating Assessment Results into Internal Management and Addressing Impacts**

**Step 1: Human Rights Identification**

The Company identifies human rights issues that are relevant to its business operations. The scope of human rights issues applicable to the Company's operations is outlined as follows:





### Labor Rights

- **Working Environment** – The Company shall provide a safe physical working environment, including office facilities, noise levels, lighting, workplace atmosphere, working hours, and other environmental factors. This also includes providing appropriate equipment and tools that may affect employees and contribute to their job satisfaction.
- **Occupational Health and Employee Safety** – The Company shall implement occupational health and safety measures for employees across the organization, including at operational sites and workplaces. It shall establish programs to provide assistance, raise awareness, and ensure access to occupational health and safety measures for all employees.
- **Non-Discrimination** – The Company shall treat all employees equally and fairly, including providing equal pay and benefits. Discrimination based on ethnicity, race, skin color, gender, religion, region, educational institution, political opinion, or any other characteristic is prohibited.
- **Freedom of Association and Collective Bargaining** – Employees have the right to freely associate and to participate in collective bargaining regarding employment-related benefits and working conditions in a fair manner.
- **Forced Labor** – The Company shall not engage in or support any form of forced labor, child labor, or human trafficking.

### Consumer Rights

- **Consumer Health and Safety** – The Company shall ensure that the products and services it offers are of appropriate quality, comply with relevant standards, are fairly priced, and take into account the health and safety of consumers.
- **Data Privacy** – The Company shall not infringe upon customers' personal data and shall establish appropriate management and protection measures to safeguard data privacy.
- **Non-Discrimination Against Customers** – The Company shall implement management practices and preventive measures to ensure that customers are treated fairly and without discrimination.

### Community and Environmental Rights

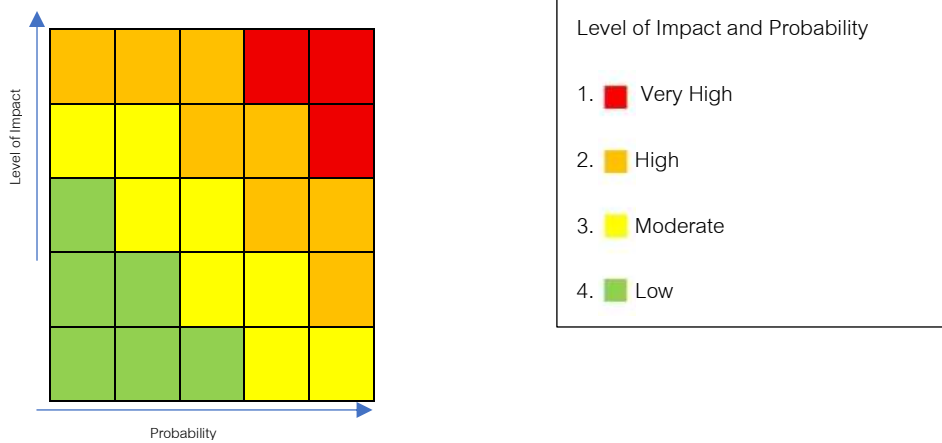
- **Standard of Living and Quality of Life** – The Company's operations shall not cause adverse human rights impacts on surrounding communities, such as reducing the income or livelihood opportunities of community members.



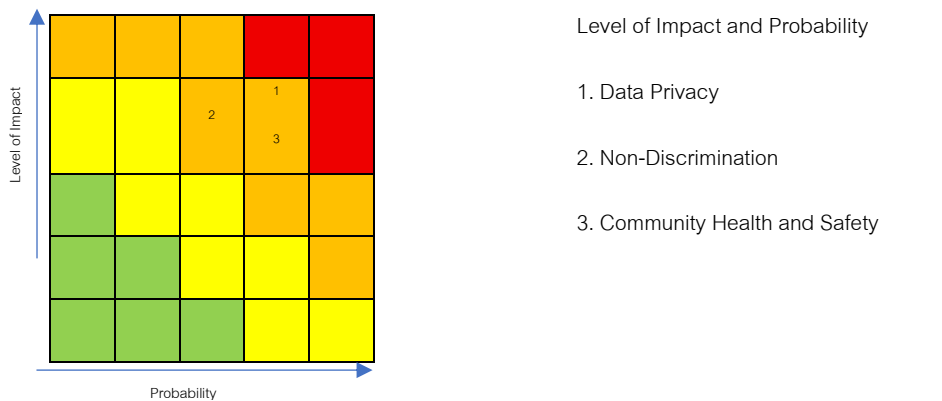
- **Community Health and Safety** – The Company shall conduct its operations with due care to prevent adverse impacts on community health and safety, including accidents resulting from its operations and various forms of pollution affecting local communities.
- **Access to Clean Water** – The Company's operations shall not obstruct community access to clean water sources. For example, the Company shall not block access to water resources or excessively draw water from community sources in a manner that could contribute to water shortages or drought conditions.

**Step 2: Risk Ranking**

- The Company conducts human rights risk assessments using **Likelihood** and **Impact Level** criteria to prioritize human rights risks within the organization.



In 2021, the Company ranked human rights risks based on 3 issues with high impact and probability, as follows



Level of Impact and Probability

1. Data Privacy
2. Non-Discrimination
3. Community Health and Safety



### Step 3: Risk Management

The Company identified three key human rights risk areas and conducted an assessment of the potential risks associated with each. Based on the assessment results, the Company established impact mitigation measures and corrective action processes as follows:

#### 1. Data Privacy

**Risk:** Customer data leakage.

**Mitigation and Remedial Measures:**

The Company established a **Personal Data Protection Committee** to oversee compliance with the Company's Personal Data Protection Policy and ensure the effective protection of personal information.

#### 2. Non-Discrimination

**Risk:** Discriminatory treatment of employees.

**Mitigation and Remedial Measures:**

The Company established an **Employee Complaint Review Committee** to receive, investigate, and address employee complaints related to discrimination and unfair treatment.

#### 3. Community Health and Safety

**Risk:** Road traffic accidents arising from business-related travel.

**Mitigation and Remedial Measures:**

The Company implements driver fitness assessments, alcohol testing, and vehicle condition inspections to reduce the risk of accidents and enhance road safety.

### 4. Tracking and Reporting Performance

The Company monitors its human rights performance and continuously provides human rights education and training to employees in order to prevent potential issues and minimize negative impacts on the business.

The Company's human rights performance in 2021 was as follows:

- 100% of the Company's operations and business activities were assessed for human rights risks and impacts.
- 25% of the Company's business operations were identified as having a **high level of human rights risk**, comprising **three key issues**.



- 100% of the operations and business activities identified as having high human rights risks were covered by impact mitigation measures and corrective action processes.

In addition, the Company reports its human rights performance annually through its **Sustainability Report** and/or the Company's website. The Company also provides grievance channels through which individuals affected by human rights issues may submit complaints through the designated reporting mechanisms.

#### Complaint Channels

Srisawad Corporation Public Company Limited

99/392 Srisawad Building, Cheang Wattana 10, Yeak 3

Thung Song Hong, Laksi, Bangkok 10210

Tel. 02-693-5555, 1652

Email: [AC@Srisawadpower.com](mailto:AC@Srisawadpower.com)

Website: <https://investor.sawad.co.th/th/corporate-governance/whistleblowing-chanel/>

## 5. Remediation and Remedy

The Company recognizes that its business operations may cause, contribute to, or be linked to human rights impacts affecting stakeholders. Therefore, the Company is committed to minimizing such risks by conducting human rights risk assessments on an annual basis to identify potential human rights issues arising from its business activities. The Company also establishes preventive measures and impact mitigation plans to address and reduce any human rights violations that may result from its operations.

In the event of a human rights violation, the relevant committee will investigate the facts and circumstances involving the parties concerned, present the findings for consideration at a committee meeting, and determine appropriate assistance and remedial actions. The Company will then conclude and implement suitable remediation measures.

The Company may impose disciplinary actions as appropriate, including:

- Verbal or written warnings.
- Reduction of salary or demotion.
- Reduction, suspension, or withholding of annual bonus payments.
- Consideration of withholding annual salary increases.