



<b>Human Rights Policy</b>	<b>Reference number: SRMD 09 / 2020</b>
	<b>Review date : -</b>
	<b>Approval date : March 24, 2020</b>
	<b>(Executive Board meeting no.2/2020)</b>
	<b>Effective date : March 24, 2020</b>
	<b>Supersede date : -</b>

This policy provides a framework for human rights management of Berli Jucker Public Company Limited and the group company (hereinafter referred to as "BJC Group"). Since, BJC Group is conscious of the importance and value of human rights, BJC Group is actively committed to meet the implementation requirements and the expectations of international and national human rights and labor accepted standards, including the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principle on Business and human rights of all of our stakeholders.

**Policy scope**

This policy applies to the business operations under Berli Jucker Public Company Limited and its subsidiaries.

BJC group oversees the management of human rights in accordance with the rules, regulations, laws and international guideline by specifying measures and practices to prevent human rights violations. Those approaches to human rights management are summarized as follows:

**Guidelines**

**Staff and operation processes**

1. All employees must strictly comply with international rules, regulations, laws and company’s code of conduct that related to human rights and labor practices
2. Promoting all employees and stakeholders to greater awareness, knowledge and understanding in respecting of human rights, in addition encourage everyone to work happily and safely in accordance with the corporate culture
3. Respecting and valuing the different age, physical disability, race, gender, sexual orientation, color skin, original country, as well as marital status
4. Conducting business with responsibility towards community, society, and environment in order to promote community rights, local traditions, and equality among society

**Customers**

Placing importance to provide equal standard of services to all customers by non-discrimination against customers based on age physical disability, race, ethnicity, gender, color skin, religion, and nationality, country of origin or cultural background, including marital status.



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**Suppliers**

1. Conducting standard of business to all suppliers (vendors, contractors, etc.) equally and respect the dignity and privacy of suppliers.
2. Supporting suppliers to participate in ethical business practices by respecting human rights and equality, including risk assessment and appropriate risk management guidelines or control measures for human rights violations.

**Business Partners and Joint Ventures**

1. Conducting standard of business to all business partners and joint venture equally and respect the dignity and privacy of them.
2. Setting and communicating guidelines to support joint ventures and business value chain to be participate in conducting ethical business regarding human rights and equality, including risk assessment and appropriate risk management guidelines or control measures for human rights violations.

**Action plan to achieve human rights goal**

1. Setting and communicating guidelines to those involved in conducting business throughout business value chain, along with business partners, joint ventures, suppliers to create greater awareness and understanding. All stakeholders are treated in accordance with relevant legislation, regulations and directives related to this policy.
2. Developing and reviewing Human Rights Due Diligence (HRDD) process in order to proactively identify and mitigate impacts and risks relating to respecting human rights and follow up the management of human rights violations as well.
3. Supporting the measures about prohibiting the exploitation of child and forced labor.
4. All employees must monitor any actions that considered as human rights abuses and violation and report to supervisor or responsible person through channels specified by BJC Group, including cooperate in the investigation of facts. BJC Group will pursue effective solution to mitigate any adverse human right impacts and protect person who report information with appropriate protection measures.
5. Human rights violators are considered as code of conduct violation which considered to have punishments in accordance with the regulations by BJC Group and may be punished according to the law if the act is illegal.