

## Human Rights Due Diligence

TPBI Public Company Limited (the Company) has conducted human rights due diligence as a continuous risk management process, with the objective to identify, prevent, mitigate, and consider how the Company manages human rights impacts arising throughout business activities. This process references the human rights due diligence framework, which consists of 5 steps:

### Human Rights Due Diligence Process

1. Declaration of the Company's policy and principles regarding respect for human rights
2. Assessment of actual or potential impacts arising from the Company's activities
3. Integration of policy with assessment, including control mechanisms
4. Monitoring and reporting of implementation results
5. Remediation and corrective action

#### 1. Declaration of the Company's Policy and Principles Regarding Respect for Human Rights

The Company is committed to conducting business under human rights and labour practices policies to prevent human rights violations among all stakeholder groups from business operations in the supply chain. The Company establishes practices that align with the International Labour Organization Convention, Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child and the elimination of all forms of discrimination against women, UN Global Compact, and other relevant laws. The Company also promotes business partners to implement comprehensive human rights practices through awareness and respect for human rights principles, as well as human rights risk assessment. The Company encourages employees to be aware of the importance and have an understanding of human rights and correctly practice human rights principles through annual training and knowledge review.

The Human Rights Policy can be read in detail on the Company's website:

<https://www.tpbigroup.com/th/sustainability/tpbi-sustainability>

The Company evaluates the performance of business partners with economic, social, and environmental issues, which include human rights topics, to ensure business partners are aware that human rights issues are of significant importance.

#### 2. Assessment of Actual or Potential Impacts Arising from the Company's Activities

The Company has conducted human rights risk assessment to identify risks that occur and may occur from involvement or connection through business relationships. This considers stakeholder groups, both internal and external, who may be directly or indirectly affected by the Company's business activities throughout the supply chain.

Additionally, the Company considers vulnerable groups such as forced labour, women, children, migrant workers, contracted workers, and local communities that may be related to business activities. The human rights risk assessment process covers risk issues regarding pay equity and discrimination.

### 3. Integration of Policy with Assessment, Including Control Mechanisms

#### 3.1 Human Rights Identification

Identification of human rights issues related to the Company's business activities, where the scope of relevant human rights includes:

**Labour Aspects:**

- Working conditions, occupational health and safety of employees
- Non-discrimination, freedom of association and participation in collective bargaining
- Child labour and forced labour

**Community and**

**Environmental**

**Aspects:**

**Customer Aspects:**

- Customer health and safety, customer data privacy protection
- Non-discrimination against customers

**Supplier Aspects:**

- Supplier code of conduct, supplier confidentiality protection, supplier health and safety
- Non-discrimination against suppliers

#### 3.2 Human Rights Identification

The Company conducts human rights risk level assessment using likelihood criteria and impact severity that may occur, to prioritize human rights risks.

**Risk Assessment Matrix - Risk Profile**

Likelihood	Impact				
	1	2	3	4	5
5	5=L	10=M	15=H	20=H	25=H
4	4=L	8=M	12=M	16=H	20=H
3	3=L	6=L	9=M	12=M	15=H
2	2=L	4=L	6=L	8=M	10=M
1	1=L	2=L	3=L	4=L	5=L

Degree of Risk = Critical, High, Medium, Low

### 3.3 Human Rights Identification

The Company analyzes human rights risk issues and develops control measures to prevent and reduce impacts, as follows:

Risk Issue	Risk Factors	Control Measures
Employment Conditions	Forced overtime work	(1) Company regulations and employee handbook (2) SEDEX BSCI and TIS 8001-2553 certification (3) Establishment of welfare committee in workplace (4) Employee grievance channels
Employee Health and Safety	Workplace accidents and illnesses	(1) Occupational health and safety policy (2) Personal protective equipment usage (3) ISO 45001 certification (4) Safety, occupational health and work environment committee (5) Employee grievance channels (6) Employee safety training (7) KYT activities
Community Health and Safety	Transportation accidents	(1) Occupational health and safety policy (2) Safety standards compliance with transport vehicles and forklifts (3) ISO 14001 and ISO 45001 certification (4) Occupational health and safety policy (5) Environmental policy (6) Environmental monitoring results (7) Community grievance channels (8) Community visits together opinions and concerns
Personal Data	Personal data breaches, unauthorized data collection, failure to inform customers and suppliers about data usage	(1) Customer and supplier grievance channels (2) Response to customer and supplier complaints (3) Contracts and agreements with customers and suppliers for personal data protection (4) Data storage segregation and access rights management
Illegal Labour Use	Child labour employment, illegal migrant worker employment, limitations in legal compliance with labour regulations among suppliers, leading to unfair labour treatment	(1) Procurement policy (2) New supplier assessment and selection, and annual evaluation (3) Grievance channels

#### 4. Monitoring and Reporting of Implementation Results

The Company is committed to continuously conducting comprehensive human rights monitoring processes. This includes monitoring and evaluating existing risk management approaches to ensure continuous improvement of various measures through stakeholder engagement to manage and resolve human rights violation issues through grievance mechanisms, management system improvements, and action plan adjustments to effectively address impacts.

Additionally, the Company reports annual human rights implementation results through Annual Registration Statements/Annual Reports or the Company's website, and provides channels for stakeholders to report human rights violations to the Company through the channels specified below:

**Company Secretary Department, TPBI Public Company Limited**

42/174 Moo 5, Soi Sriseathiannives, Raiking Sub-district, Sampran District, Nakhon Pathom Province 73210

Tel: 0-2429-0354-7 ext. 501 or Fax: 0-2429-0358 Email: [company\\_secretary@tpbigroup.com](mailto:company_secretary@tpbigroup.com)

#### 5. Monitoring and Reporting of Implementation Results

The Company is committed to conducting annual human rights risk assessments along with developing preventive and mitigating measures, remediation in case of human rights violations, monitoring, correction, and reporting results, including reviewing the Company's policy commitments to achieve maximum efficiency in the human rights management system. Remediation for those who may be affected by human rights includes both monetary and non-monetary assistance to alleviate difficulties for those affected by human rights impacts from the Company's business operations, considering the level of impact on a case-by-case basis.

In cases of human rights violations, the Company has fair investigation processes and disciplinary measures according to the Company's regulations.