



Announcement No. 4/2021

Human Rights Policy

TIPCO Asphalt Group respects basic human rights and freedoms inherent to individuals and fully aware of human rights pertaining to all stakeholder groups. The Group also understands key human rights violation issues or adverse risks that the growing Group's business operations might impact the expanding value chain. The Group places top priority on respecting human rights and hereby establishes a human rights policy to express our strong intentions to protect all employees, customers, partners, business affiliates, road users, local communities, vulnerable groups, and other stakeholders across the Group's value chain. The Policy details are as follows:

1. To take active measures to identify risk, correct and prevent any violation of human rights (whether such human rights are dictated through legislation or leading international practices) that could impact the stakeholders of the Group. The Group will also review all risks that have an impact on human rights and will take pro-active measures to manage such risks.
2. To implement or develop mechanisms to resolve human rights disputes for the mutual benefit of the Group and the stakeholders (for example, suppliers, employees, and customers). The Group will work with all stakeholders to achieve a common understanding over our position on human rights.
3. To respect the rights of employees and all stakeholders without any discrimination towards conceptual, employment and occupation on the basis of nationality, race, skin-color, gender, age, religion, political opinion, national extraction and social origin, language, marital status, personal attitudes about sex, disability, HIV / AIDS - related illnesses, pregnancy status, employee committee, or any other personal opinions. The Group shall also raise the awareness of the human rights for underprivileged groups under our business value chain.
4. To promote the civil rights, political rights, economics rights, social and cultural rights among the employees and all stakeholders across the Group.
5. To respect personal security and the freedom of association, and shall implement zero tolerance against harassment, or harsh or inhumane treatment in the workplace.
6. To promote the improvement of working conditions regarding to the humanity, health, and safety for the employees without any form of forced, bonded, or indentured labor and child labor.
7. To communicate and ensure correct understanding for all staffs and related stakeholders including implementation in accordance with this policy guideline.



8. To promote partners and business affiliates to conduct their business operations, in line with this human rights policy guideline.

This policy is effective as of 12 May 2021.

A handwritten signature in blue ink, appearing to read "C. Puankosoom".

(Mr. Chainoi Puankosoom)

Chairman