



Christiani & Nielsen (Thai) Public Company Limited and its Subsidiaries (“the Company”)

Human Rights Policy

With due awareness and priority in promotion and preservation of human rights at internal and external extend in coupling with ethical principles and good corporate governance, Christiani & Nielsen (Thai) PCL and its subsidiaries (“the Company”), has assured the protection on human rights by determining the human rights policy and practices in accordance with the UN Guiding Principles on Business and Human Rights: UNGP to be in consistent with the sustainable development policy and to ensure that the Company's business is free of human rights violation.

Purpose

The purpose of this human rights policy (“Policy”) is to provide a framework through which we can ensure that we are behaving responsibly and are equally respected to others; whether they are internal or external stakeholders, to ensure that the Company's business is free of human rights violations.

Human Rights refers to the basic rights that all human beings are guaranteed or protected from discrimination based solely on differences of body, mind, race, nationality, religion, sex, language, age, skin color, education, social status or subject matter. Other things according to the laws of each country. And according to the treaty that each country has an obligation to comply with

Guidelines

To promote respect for human rights throughout the organization. And to build confidence that all employees and all groups of stakeholders are treated, protected and respected for their fundamental rights equally and fairly. Avoid actions that violate human rights. The Group therefore has established a human rights policy. With the following guidelines

1. Paying respects towards human rights: treating each other with respects, honoring each other, and treating each other equally without discrimination in physicals, metals, ethnics, nationality, religions, genders, languages, ages, skin colors, education, social status or any other matters.
2. Communicate, disseminate, educate, ensure the understanding on guidelines, and give any other support to all employees in the Company, suppliers and contractors, as well as the joint venture to drive their participation in business operation with morality and ethics, due respect to human rights and treat everyone under this Human Rights Policy. Avoid involving labor of the child under legal age as stipulated by law or forced labor within the Company or the Company's supply chain.
3. The Company prohibit the use of all forms of forced labour, including prison labour, indentured labour, handed labour, military labour, slave labour and any form of human trafficking.
4. The Company commits to zero tolerance of child labour by clearly specifying age criteria and conditions of employment fully complied with local labour laws in any country.
5. The Company fights against torture and threat by prohibiting any acts of human trafficking, extortion, harassment or any other force, bullying or humiliating against dissimilarity of others, physical and verbal sexual harassment and sexual assault or cause of physical and mental embarrassment, that violate human dignity.



6. The Company promotes the safety and occupational health of individuals and assets of the Company, employees, workers, and stakeholders related to the Company, as well as supply chain. It ensures safe work environment and preventive safety measures and safety risk monitoring systems in line with related safety and occupational health legislation, relevant accepted universal standard and the Company's rules.
7. The Company encourage employees to exercise their civil rights pertaining to constitutional and legal extent.
8. The Company allows employees and workers to voluntarily join or not to join activities. They also enjoy freedom of expression as long as it does not violate any laws or moral rules.
9. Provide channels for reporting human right violation cases which related to the Company. Ensure justice and protect the informant thereof.
10. The Company has established and maintains corporate cultures adhering to due respect to this Human Rights Policy, and will not support any activity which is in violation of human rights.
11. Those committing human rights violations are deemed violating the Company's Code of Ethic. They will be subject to disciplinary penalty according to the regulation set forth. In addition, such violation may be subject to statutory penalty if such action is against the law.
12. The Company will conduct annual review of the Human Rights Policy, or when critical event occurred, to ensure that the policy is up-to-date aligned with applicable laws, international principles, and/ or business circumstances.

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