

Human Rights Policy

Siamgas and Petrochemicals Public Company Limited and its subsidiaries ("the Company") have established a Human Rights Policy, demonstrating a commitment to conducting business in alignment with labor laws and related regulations. The Company incorporates principles from the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), and the United Nations Guiding Principles on Business and Human Rights (UNGP), adapting them to suit the business context. These practices are designed to promote a culture of respect for human rights within and outside the organization, covering employee rights, partner rights, customer rights, and the rights of communities and the environment. Subsidiaries, associates, joint ventures, and business partners are also expected to adhere to the Company's Human Rights Policy.

Human Rights Policy Framework

The Company is committed to operating responsibly with transparency, accountability, and ethics while respecting fundamental human rights. It places equal importance on all stakeholder groups. This commitment supports compliance with human rights principles and helps manage any human rights impacts across the Company's value chain. The Company's Human Rights Policy ensures adherence to labor laws and relevant regulations, while applying internationally recognized human rights principles, including The Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNGC) and United Nations Guiding Principles on Business and Human Rights (UNGP). Through this policy, the Company promotes ethical conduct, respect for human dignity, and collaboration with all stakeholders to protect and uphold human rights in all business activities.

Scope

1. This policy applies to the business operations of Siamgas and Petrochemicals Public Company Limited and its subsidiaries.
2. The policy is enforced for all directors, executives, and employees at every level of the group, serving as a guideline for operations.

Definitions

Human Rights: Refers to human dignity, inherent rights, and fundamental freedoms, including equality and non-discrimination based on race, religion, gender, skin color, language, ethnicity, or any other status.

Partner: Refers to suppliers, contractors, and/or service providers, whether entities or individuals, as well as subcontractors engaged by these suppliers, contractors, or service providers.

Practices

To promote respect for human rights and fair labor practices across the organization, as well as to ensure all employees and stakeholders are treated equally, avoiding any acts that violate human rights, the company also ensures compliance with labor laws and related regulations. As such, the following practices are established for directors, executives, and employees:

The Company manages human rights issues for employees, partners, customers, and communities impacted by its operations. This includes conducting human rights risk assessments at appropriate intervals, preparing suitable risk management measures, and providing necessary remedies. The management framework covers:

Employee Rights

1. Ensure equal treatment in all employment processes, including recruitment, compensation, working hours, holidays, task assignments, performance evaluations, training and development, career planning, and other related matters, without discrimination.
2. Exercise caution in performing duties to prevent risks of human rights violations arising from business operations. Monitor and report any human rights concerns to supervisors to prevent violations.
3. Refrain from engaging in forced labor, human trafficking, or the unlawful employment of child labor. Avoid physical or psychological punishment, including threats, confinement, harassment, intimidation, or violence of any form. Special attention is given to the rights of vulnerable groups, such as individuals with disabilities.

4. Ensure health and hygiene, workplace safety, and provide safety operation manuals to enhance employees' quality of life. Avoid neglecting or ignoring any hazardous conditions that could lead to accidents, injuries, or illnesses among employees.

Partners and Contractor Rights

1. Manage risks arising from the company's partners, including identifying and assessing risks associated with partners, with considerations for social, environmental, and governance factors. Disclose information on risk management involving partners to build stakeholder confidence and maintain operational transparency. In cases of human rights violations, the company expects partners to establish appropriate corrective processes and implement measures to mitigate impacts caused by such violations.
2. Encourage partners to comply with the Supplier Code of Conduct and select those with ethical business practices, solid financial stability, credible business history, and auditable establishments. Promote respect for and adherence to the company's Human Rights Policy, ensuring fair business operations free from human rights violations while being socially, environmentally, and community-responsible.
3. Promote contractor employee training on workplace safety and ensure strict adherence to the operational and safety manuals provided.

Customers Rights

1. Respect customer privacy by safeguarding confidential customer information, ensuring it is not used for personal gain or shared with unrelated parties. Keep all customer-related information, including marketing, order, and service data, confidential and accessible only to authorized individuals. Disclosure or transfer of such information to third parties must comply with legal regulations and obtain prior consent from the data owner.
2. Deliver high-quality products and provide complete, up-to-date, and accurate information about products and services without distortion. Honor agreements, contracts, or terms with customers transparently and equitably.

Community and Environmental Rights

1. Maintain environmental stewardship throughout business operations to prevent potential adverse impacts. Foster environmental awareness among employees and related parties, ensuring compliance with laws, standards, regulations, and best practices. Support stakeholders in appropriate environmental management and transparently disclose environmental performance through suitable channels.
2. Actively participate in community and social development, offering appropriate assistance, especially to communities surrounding the company's facilities. Enhance the quality of life and well-being of community members alongside the company's growth.

Complaint Handling, Whistleblower Protection, and Remedies

The Company group provides opportunities for employees and stakeholders to voice concerns, report issues, or file complaints regarding incidents or actions related to human rights violations or ethical misconduct. Complaints can be submitted by employees and stakeholders through the following channels www.siamgas.com, Call Center, and Mobile Application. The company ensures that complaints are managed appropriately, fairly, and transparently. It also provides protection for individuals who report human rights violations related to the company group. Strict measures are in place to protect whistleblowers and those cooperating in reporting human rights violations. In cases of proven human rights violations resulting in damages, where it is legally established that the company group is responsible, the company has implemented fair remediation measures for affected parties. These include medical care, compensation payments and ongoing monitoring and support to ensure that affected individuals receive appropriate remedies.

Human Rights Due Diligence

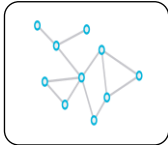
Businesses are inherently linked to “humans” or “people,” both directly and indirectly. These include customers, employees’ families, shareholders, investors, and local or distant communities affected by the business operations. Such connections may have varying degrees of impact on these groups, often unavoidable. One frequently encountered issue is the violation of human rights, which sometimes escalates into legal disputes. Therefore, respecting the human rights of all stakeholders is crucial for businesses. This can be achieved by establishing comprehensive business practices that align with national laws and international principles for human rights protection. Companies must define strategies and risk management plans to address potential human rights violations, implement mechanisms for protection and remediation, and provide avenues for employees, communities, and stakeholders to engage in discussions. Such efforts foster mutual understanding, collaboration, and shared benefits.

Human rights are a sensitive issue and often interconnect with other concerns, potentially causing unexpected ripple effects on business operations. This makes human rights a constant and significant risk in business activities. Moreover, societal demands and pressures related to human rights further amplify their importance. Adopting serious and inclusive human rights principles not only helps mitigate risks but also transforms challenges into opportunities for enhancing potential across the entire supply chain. By committing to responsible business practices grounded in transparency, accountability, ethics, and respect for human rights, companies can ensure equitable treatment of all stakeholders. This approach supports compliance with human rights principles and facilitates the management of human rights impacts throughout the business value chain. To address human rights risks and promote a culture of respect for human rights within the organization, the company group has developed a comprehensive Human Rights Due Diligence (HRDD) process. The process includes the following steps:



Declaration of Commitment

The company is committed to establishing a Human Rights Policy, reviewed annually, to demonstrate its intention and dedication to respecting human rights principles.



Scope Definition and Identification of Human Rights Risk Assessment Issues

The company defines the scope of its risk assessment to encompass all business activities, including those of the company, joint ventures, and partners. It identifies human rights risk issues relevant to its business, such as Human trafficking, Forced labor, Child labor, Freedom of association, Collective bargaining rights, Compensation, Discrimination, Health and safety, and Privacy.



Human Rights Risk Assessment

The company conducts human rights risk assessments based on criteria evaluating the likelihood and impact on individuals potentially affected by its business operations. These include employees, women, children, indigenous peoples, contractors, communities, and the environment.



Mitigation Measures

The company establishes mitigation measures to address human rights issues, particularly those identified as high-risk, to reduce impacts on relevant stakeholders.



Monitoring and Communication

The Risk Management Division is responsible for monitoring the outcomes of human rights risk assessments across all departments and communicating these results to stakeholders. This ensures heightened awareness and fosters a culture of respect for human rights within the organization.



Remediation

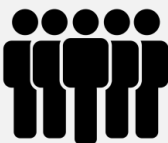



In cases of human rights violations resulting in harm, the company has established fair remediation measures for affected parties. These measures include Medical treatment, Compensation and ongoing support and monitoring to ensure appropriate remediation

Human Rights Training

The company emphasizes creating a work environment that respects human rights, dignity, and the diversity of humanity. Therefore, it prioritizes educating employees on human rights issues, covering topics such as Compliance with labor laws, Prevention of child labor, Anti-harassment measures and Non-discrimination in the workplace

Human Rights Risk Assessment

The company conducts human rights risk assessments across its business value chain, including both Oil and Non-Oil activities. These assessments are aligned with the organization's sustainable risk management framework. The evaluation compares the Likelihood criteria against organizational risk assessment standards and Impact levels against the United Nations Guiding Principles on Business and Human Rights. This comprehensive approach considers human rights risks and identifies individuals who might be affected, including employees, communities, the environment, business partners, contractors, and customers. The human rights risk assessment evaluates key issues such as Employee well-being, Community and environmental impacts, Supplier and contractor practices and Customer-related concerns

 Employee Rights	 Community and Environmental Rights	 Partner and Contractor Rights	 Customer Rights
<ul style="list-style-type: none"> • Non-discrimination, health, and workplace safety. • Preservation of employee personal data. • Employment conditions. • Freedom of association and collective bargaining. • Prevention of illegal employment (child labor, forced labor, and migrant labor). 	<ul style="list-style-type: none"> • Health and safety. • Community living standards. • Access to water and sanitation. • Land acquisition processes. 	<ul style="list-style-type: none"> • Non-discrimination, health, and workplace safety for partners. • Preservation of personal data of partners and business associates. • Employment conditions. • Freedom of association and collective bargaining. • Prevention of illegal employment (child labor, forced labor, and migrant labor). 	<ul style="list-style-type: none"> • Non-discrimination. • Health and safety of customers. • Preservation of customer personal data.

Diversity and Equality of Employees

Non-discrimination and Anti-harassment

The company ensures equal treatment for all employees in accordance with labor laws and related regulations. The Human Resources Department oversees compliance with regulations regarding employment, working conditions, wages, working hours, holidays, and workplace safety to promote the well-being of all employees. Additionally, the company enforces policies to prevent harassment and discrimination in the workplace. These policies prohibit management, supervisors, or controllers from committing harassment against employees and emphasize respect for diversity and the elimination of discrimination in all forms.

Policy on Preventing Harassment and Discrimination in the Workplace

Siamgas and Petrochemicals Public Company Limited and its subsidiaries are committed to conducting business responsibly, adhering to transparency, accountability, ethics, respect for human rights principles, and fair treatment of all stakeholders. As outlined in the group's human rights policy, the company actively manages human rights impacts across its supply chain. To achieve this, a policy on preventing harassment and discrimination in the workplace has been established to prohibit management, supervisors, or controllers from committing harassment and to promote a discrimination-free work environment.

Scope

1. This policy covers the operations of Siamgas and Petrochemicals Public Company Limited and its subsidiaries.
2. It applies to directors, management, and employees at all levels, serving as a guideline for work practices.

Definitions

Harassment: Deliberate or negligent acts against an individual causing harm to their life, body, health, liberty, property, or rights.

Discrimination: Treating individuals unequally or unfairly based on unrelated factors to work ethics or job conditions, such as ethnicity, skin color, gender, religion, political views, race, or social origin.

Guidelines

1. The company does not tolerate any form of harassment, including power harassment, sexual harassment, maternity harassment, moral harassment, exploitation of child labor, violence, hostility, intimidation, or verbal harassment such as vulgar language or insults.
2. The company rejects all forms of discrimination or prejudice based on race, religion, color, gender, or sexual orientation.
3. Actions constituting harassment, discrimination, or violence are considered serious offenses, and all employees must strictly adhere to these guidelines.
4. Employees can express concerns, report incidents, or file complaints about harassment or discrimination through channels such as www.siamgas.com, Call Center, or Mobile Application. Complaints will be handled fairly, with measures to protect whistleblowers or collaborators involved in reporting human rights violations related to the company.

Measures to Address Harassment and Discrimination in the Workplace

Steps for resolving harassment and discrimination incidents are as follows, in alignment with company work regulations and standards:

Step 1**Request to Stop the Behavior**

Employees who believe they are subjected to harassment, discrimination, or violence should inform the offender to cease the behavior. If unable to resolve the issue themselves or through a colleague's assistance, proceed to the next step.

Step 2**Filing a Grievance under Section 9 of Work Regulations**

Employees experiencing harassment, discrimination, or violence may report the matter to their supervisor. Supervisors must address the grievance within seven days. If unresolved or the supervisor is the perpetrator, proceed to the next step.

Step 3**Investigation Procedure**

Employees subjected to harassment, discrimination, or violence in the workplace, or supervisors receiving such complaints, must follow the established procedures. A fact-finding committee, composed of appointed officials by the company, will be formed to conduct an impartial investigation. The investigation aims to establish the facts and ensure fairness for all parties involved.

Step 4**Conclusion and Notification**

The investigation results and subsequent actions will be communicated to the complainant and accused as follows:

- (1) If the investigation confirms that harassment, discrimination, or violence in the workplace has occurred against the complainant, the company will impose penalties in accordance with the group's work regulations. Disciplinary actions may include verbal warnings, written warnings, suspension, dismissal, or termination, depending on the severity of the misconduct.
- (2) If no misconduct is found, the findings will be explained to the complainant to promote understanding.
- (3) If the investigation results are inconclusive, efforts will be made to foster mutual understanding.
- (4) Dissatisfied parties may appeal through the company's grievance procedures.
- (5) Making false accusations of harassment, discrimination, or violence in the workplace can harm innocent individuals. If the investigation reveals that the accuser acted with malicious intent, deliberately making false allegations, or engaging in intimidation or threats for personal gain, the accuser will face appropriate disciplinary action. This ensures that the reputation and dignity of the accused are restored.

Human Rights Risk Assessment Process

The company conducts a human rights risk assessment by evaluating two types of risks:

- 1) Inherent Risk:** Risks that exist naturally without control measures or mitigation efforts.
- 2) Residual Risk:** Risks that remain after implementing control measures or mitigation efforts.

To prioritize human rights issues, the company focuses on those with high to very high residual risks. Mitigation measures are established for all identified human rights issues to prevent adverse impacts on all stakeholder groups.

Risk Level	Frequency	Impact		
		Impact Level	Number of Affected Stakeholders	Ability to Remedy
5 (Very High)	Occurs more than once	Death of stakeholders	Wide impact on stakeholders beyond the operational area	Cannot control or mitigate human rights impact to normalcy, or requires over 5 years to remedy
4 (High)	Occurs once per month	Stakeholder becomes permanently disabled	Affects multiple stakeholder groups (e.g., both customers and employees)	Can control or mitigate impact to normalcy within 3-5 years
3 (Medium)	Occurs occasionally	Serious injury, more than 3 days off work	Affects most stakeholders in at least one group (e.g., customers or partners)	Can control or mitigate impact to normalcy in less than 3 years
2 (Low)	Occurs 2-3 times per year	Injury requiring medical attention	Affects some stakeholders in one group (e.g., only customers, partners, or specific employees)	Can remedy affected stakeholders within 3 months but less than 1 year
1 (Very Low)	Occurs once per year	No impact on health or safety	No impact on affected stakeholders	Can control or mitigate impact to normalcy within 3 months

Scope of Human Rights Risk Assessment

Oil and Non-oil Business Sectors					
Business Value Chain	Sourcing	Transportation	Storage	Marketing	Support Units
Oil Business	Oil	Oil	Oil	Oil Stations	HR Department
Non-oil Business	LPG Gas	Raw materials & equipment for retail business	LPG	LPG Gas Stations	HR Department

Preventive and Mitigating Measures for Human Rights Risk Issues

Employee Rights

Risk Issue	Preventive and Mitigating Actions
<ol style="list-style-type: none"> 1. Health and Safety 2. Employment Conditions, Freedom of Association, and Bargaining 3. Illegal Employment 4. Privacy of Information 5. Discrimination 	<ul style="list-style-type: none"> • Establish Safety, Occupational Health, and Work Environment Committees to ensure safety measures meet standards. Promote a culture of safety within the organization. • Establish compensation and welfare policies, and set up welfare committees to oversee and propose welfare plans for employees. • Implement systems to control child labor (under 18 years) via the Human Resource Management System (HRMS). • Develop data protection policies and ensure employees are informed in writing. • Enforce anti-harassment and non-discrimination policies in the workplace. Provide human rights training for employees.

Community and Environmental Rights

Risk Issue	Preventive and Mitigating Actions
<ol style="list-style-type: none"> 1. Health and Safety 2. Standards and Sanitation 3. Land Acquisition 	<ul style="list-style-type: none"> • Develop operation manuals, train employees on safety, and conduct emergency drills with local communities. • Adhere to safety and environmental standards. • Conduct legal assessments before purchasing land. Hold public consultations before establishing new oil storage, LPG gas storage, or service stations to inform the community of plans.

Supplier and Contractor Rights

Risk Issue	Preventive and Mitigating Actions
1. Discrimination 2. Health and Safety	<ul style="list-style-type: none"> Establish selection criteria for partners and trading conditions, following proper procurement procedures. Develop safety regulations for contractors and ensure they are informed. Enforce business ethics for partners.

Customer Rights

Risk Issue	Preventive and Mitigating Actions
1. Discrimination 2. Health and Safety 3. Privacy of Information	<ul style="list-style-type: none"> Train sales staff on human rights issues, including appropriate conduct, language, and customer interaction. Communicate and follow procedures for receiving LPG and oil to ensure product quality and contamination checks in oil and LPG storage tanks and service stations. Comply with data protection policies according to the Personal Data Protection Act (PDPA) 2019 and implement measures to safeguard personal data.