

Human Rights Mitigation & Remediation

Site	Inherent Risk	Residual Risk	Risk Mitigation Plan
Own Operations			<div>- With written paper, create a Human Resource Management Policy & Guideline.</div> <div>- Annouce Human Resource Management Policy & Guideline to all employee</div> <div>- We do not hire candidates under the age of 18.</div> <div>- Set up a whistleblower process and a complaint channel with easy access to collect all instances of misconduct for example Sexual harassment,Non-Sexual harassment,Discrimination.</div> <div>- Energy Absolute monitors the preventive human rights abused guideline and audit systems that may arise from human rights issues with appropriate procedures such as establishing clear and appropriate channels and guidelines for receiving complaints, etc</div> <div>- The Code of Conduct must be taught and practiced by all employees. Human Rights and</div>
Solar project - ESN	Medium	Medium	
Solar project - ESLO	Medium	Low	
Solar project - ESL	Medium	Low	
Solar project - ESP	Medium	Low	
Wind project - HNM 1	Medium	Low	
Wind project - HNM 5	Medium	Medium	
Wind project - HNM 8	Medium	Medium	
Wind project - HNM 9	Medium	Medium	
Wind project - HNM 10	Medium	Medium	
Wind project - HKH	Medium	Low	
Joint Ventures			
Ranong Clean 2021 Co.,Ltd.	Medium	Low	

Example : Own Operations

การประเมินความเสี่ยงและโอกาส (RISK AND OPPORTUNITY ASSESSMENT)											FALSE TRUE	Business Process/Activity	ESM-HKH HR	Prepare by : Approved by :	Issue date : 10/06/2022 for Quarter 2. Revision 00	
Process/ Activity	No.	Risk/ Opportunity			Risk Criteria	Risk Assessment						Risk Management				Indicators for the effectiveness of risk management measures (when the level of inherent risk is very high and very high)
		Topic	Type (Risk / Opportunity)	Impact		Inherent Risk		Residual Risk		risk response	Risk Mitigation	Responsible person	Budget (Baht)			
						Likely hood	Impact	Risk Level	Likelyho od					Impact	Risk Level	
5. human rights in the organization												Risk Control				
Child labor	1	Child labor under the legal age or forced labor is used.	Risk	be punished according to the law and lose the right to a good quality of life	4	3	5	Very High	2	3	Low	Risk Control	- Establish written procedures for human resource management, which clearly defines the qualifications of employees, such as being at least 18 years of age and specifying general qualifications regardless of gender - Set up a complaint process and channels to provide a channel for sexual harassment victims to report to relevant parties for investigation. - There is a training for employees at all levels on the Code of Conduct which covers all aspects of human rights (Human Rights). - Complaints are followed up.	HR		
Gender equality	2	There is discrimination between male and female workers.	Risk	Getting workers with knowledge and skills that are not suitable for work	4	3	3	Medium	2	3	Low	Risk Control				
Sexual Harassment	3	There is sexual harassment in the workplace.	Risk	paranoia and affect the image of the organization	1	3	4	High	2	3	Low	Risk Control				
Forced labor	4	not in accordance with the law	Risk	be punished according to the law and lose the right to a good quality of life	4	2	4	High	2	3	Low	Risk Control				
Human trafficking	5	not in accordance with the law	Risk	be punished according to the law and lose the right to a good quality of life	4	1	4	Medium	1	3	Low	Risk Control				
Freedom of association	6	There are other ways of gathering employees.	Risk	Forms of association that cause harm to the organization	1	3	3	Medium	1	3	Low	Risk Control				
Right to collective bargaining	7	There are other ways of gathering employees.	Risk	Forms of association that cause harm to the organization	1	3	3	Medium	1	3	Low	Risk Control				
Equal remuneration	8	Compensation is not appropriate	Risk	decreased employee productivity	4	3	3	Medium	1	3	Low	Risk Control				
Discrimination	9	There are complaints that damage the organization.	Risk	decreased employee productivity	4	3	3	Medium	1	3	Low	Risk Control				
								#N/A			#N/A					
								#N/A			#N/A					

หมายเหตุ : ความเสี่ยงที่มีอยู่ตามธรรมชาติ - ความเสี่ยงก่อนมีการบริหารจัดการ/วิธีการในการลดความเสี่ยง ความเสี่ยงที่เผชิญ - ความเสี่ยงที่ได้ดำเนินการเปลี่ยนแปลงระดับของโอกาสและผลกระทบของความเสี่ยงนั้นแล้ว

• กรณีเป็นการประเมินโอกาส (Opportunity) ไม่พิจารณาการระบุโอกาสที่ละเมิด (L : Likelihood) X ความรุนแรงของผลกระทบ (S : Severity) ให้ทำการคิด -

Example : Joint Ventures

การประเมินความเสี่ยงและโอกาส (RISK AND OPPORTUNITY ASSESSMENT)											FALSE TRUE	Business Process/Activity	C - Rang C egy & Invest	Prepare by : Approved by :	Issue date : 14/07/2022 for Quarter...3. Revision 0/0	
Process/ Activity	No.	Risk/ Opportunity			Risk Assessment							Risk Management				Indicators for the effectiveness of risk management measures (when the level of inherent risk is very high and very high)
		Topic	Type (Risk / Opportunity)	Impact	Risk Criteria	Inherent Risk		Residual Risk			risk response	Risk Mitigation	Responsible person	Budget (Baht)		
						Likelyh ood	Impact	Risk Level	Likelyh ood	Impact					Risk Level	
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Gender equality	2	There is discrimination between male and female workers.	Risk	Getting workers with knowledge and skills that are not suitable for work	4	3	3	Medium	2	3	Low	Risk Control	- Establish written procedures for human resource management, which clearly defines the qualifications of employees, such as being at least 18 years of age and specifying general qualifications regardless of gender - Set up a complaint process and channels to provide a channel for sexual harassment victims to report to relevant parties for investigation. - There is a training for employees at all levels on the Code of Conduct which covers all aspects of human rights (Human Rights). - Complaints are followed up.	Strategy & Investment		
Sexual Harassment	3	There is sexual harassment in the workplace.	Risk	paranoia and affect the image of the organization	1	3	4	High	2	3	Low	Risk Control				
Forced labor	4	not in accordance with the law	Risk	be punished according to the law and lose the right to a good quality of life	4	2	4	High	2	3	Low	Risk Control				
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Equal remuneration	8	Compensation is not appropriate	Risk	decreased employee productivity	4	3	3	Medium	1	3	Low	Risk Control				
Discrimination	9	There are complaints that defame the organization.	Risk	decreased employee productivity	4	3	3	Medium	1	3	Low	Risk Control				
								#N/A		#N/A						
								#N/A		#N/A						

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* กรณีที่เป็นโอกาส (Opportunity) ไม่ต้องการระบุค่าโอกาสที่จะเกิดขึ้น (L : Likelihood) X ความรุนแรงของผลกระทบ (S : Severity) ให้ทำการขีด -