



Human Rights Due Diligence Guidance

Energy Absolute Public Company Limited and its affiliates (“**EA Group**”) is committed to human rights management in all process of Supply Chain Management (“SCM”) in order to create value chain to its products and services. Besides, EA Group has also declared Human Rights Commitment reflecting relevant human rights process and guidance to mitigate the impact on human rights. EA Group aims to protect and diminish risk in order to prevent human rights violation. Pursuant to human rights due diligence processes, EA Group’s procedure comprises of Policy Commitment, Human Rights Due Diligence, Impact Assessment, Identification of key issues, Risk Assessment, Complaint Channel, and Remedy of risk of human rights’ violation, to ensure that operations of EA Group business shall be strictly in line with human rights’ protection.

Human Rights Commitment

EA Group stipulated and disclosed Human Rights Policy commitment pursuant to Thai laws and regulations, and international convention with regards to human rights and aims to honor the principles of human dignity, fairness, and equality in our operations, as enshrined by internationally recognized charters such as the Universal Declaration of Human rights (UDHR), the International Labor Organization’s (ILO) Fundamental Principles and Rights at Work, the UN Global Compact Principles, and the Social Accountability International’s (SAI) Standards and EA Group approach its directors, executives and employees adhere to and strictly comply with.

Furthermore, EA Group has extended human rights responsibility to its suppliers and contractors through Supplier’s Code of Conduct (SCOC). The Supplier’s Code of Conduct (SCOC) assessment is conducted for sustainable growth. Under SCOC, Section 3 : Social Aspect comprises with Non-discrimination, Human Rights, Labor and Child labor, Prohibition of Involuntary Labor, Wages and Benefits, Working Hours, Practice of Labor and Human Rights, including Safety, Health, and the Environment.

Human Rights Due Diligence

In 2020, EA Group assessed all human rights risks by using checklist of human rights impact assessment in accordance with Human Rights Due Diligence (HRDD) process which covered the impact and likelihood, and determined practice guidance as well as the relevant measurements to protect and reduce impact on human rights of its stakeholders as follows;

1. Employees
2. Business Partners, Suppliers
3. Joint Venture
4. Customers
5. Local communities

The process of Human Rights Due Diligence is as follows.

Step 1 : Stipulate and announce Human Rights Policy as commitment (Human Rights Policy Commitment)

Step 2 : Monitoring Human Rights Due Diligence and conduct Human Rights Risk Assessment Form

Step 3 : Assess the impact of each business process on human rights. Discuss with both internal and external stakeholders to identify the issues/ assess risks / set up the complaint channel / prevent and/or mitigate risk of human rights which may occur from EA Group’s business operations.

Step 4 : Access to remedies. EA Group monitors and follow up the preventive practice guideline, remedy the impact on businesses through the complaint management to investigate the potential human rights issues with appropriate processes.

Step 5 : Monitor the operations performance. EA Group aim to disclose the various issues which may arise from its operations activities to its stakeholders.

From the assessment of human rights risks in EA Group’s business operations, there are identifications of the human rights risks related to Employees, Business Partners, Suppliers, Joint Ventures, Contractors, Customers, and Local communities for which EA Group stipulated the guidelines to prevent and reduce the impact of human rights risks to ensure that the human rights management of EA Group is sufficient and appropriate efficiency to control various impacts that may occur in the supply chain (Supply Chain Management (SCM)) which may affect the value chain of EA Group as follows:

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EA Group employee rights

| Risk | Guidance to protect and reduce the impact on human rights |
|---|---|
| Child labor Gender equality Sexual Harassment Forced labor Impact : <ul style="list-style-type: none">• Right to Life and the Quality of Life• Right to work• Right to equality and non-discrimination• Right to be protected by law | <ul style="list-style-type: none">• Stipulate human resource management policy which clearly defines the qualification of employee, such as being 18 years or above, and prescribing general qualification without gender limit• Stipulate the procedures and complaint channels for sexual harassment victims to report to whom involved for investigation• Organize the Code of Conduct and human rights training program for all employee• Monitoring the results of complaints |

Business Partners, Suppliers rights

| Risk | Guidance to protect and reduce the impact on human rights |
|---|--|
| Occupational Health and Safety Wages and Benefits Labor and Child Labor Gender equality Sexual Harassment Impact : <ul style="list-style-type: none">• Right to Life and the Quality of Life• Right to work• Right to equality and non-discrimination• Right to be protected by law | <ul style="list-style-type: none">• Provide human rights and labor assessment form for Business Partners and Suppliers to self-declare• Establish the legal screening process for Business Partners and Suppliers |

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Joint Venture rights

| Risk | Guidance to protect and reduce the impact on human rights |
|---|--|
| Occupational Health and Safety Wages and Benefits Labor and Child Labor Gender equality Sexual Harassment Impact : <ul style="list-style-type: none">• Right to Life and the Quality of Life• Right to work <ul style="list-style-type: none">• Right to equality and non-discrimination <ul style="list-style-type: none">• Right to be protected by law | <ul style="list-style-type: none">• Provide human rights and labor assessment form for Business Partners and Suppliers to self-declare• Establish the legal screening process for Business Partners and Suppliers |

Customers rights

| Risk | Guidance to protect and reduce the impact on human rights |
|---|--|
| Occupational Health and Safety Wages and Benefits Labor and Child Labor Gender equality Sexual Harassment Impact : <ul style="list-style-type: none">• Right to Life and the Quality of Life• Right to work <ul style="list-style-type: none">• Right to equality and non-discrimination <ul style="list-style-type: none">• Right to be protected by law | <ul style="list-style-type: none">• Provide human rights and labor assessment form for Business Partners and Suppliers to self-declare• Establish the legal screening process for customers |

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Local Communities rights

| Risk | Guidance to protect and reduce the impact on human rights |
|---|--|
| Health and Safety of Local communities Impact : <ul style="list-style-type: none">• Right to Life and the Quality of Life• Right to equality and non-discrimination <ul style="list-style-type: none">• Right to be protected by law | <ul style="list-style-type: none">• Establish a process for monitoring the laws related to the environment, occupational safety and health• Conduct risk assessment in respect of human rights, occupational safety and health of the community• Establish assessment process for the community in accordance with the law |

Complaint channel and whistleblowing process

EA Group provides the channel for whistleblowing and complaints pertaining to human right, the illegal conduct, the ethical misconduct and corruption for employees and other stakeholders. EA Group ensure the protection of employees and whistleblowers by establishing the confidential database system accessible only by involved person. The team with non-conflict of interests will be assigned to investigate the complaints. Any remedies will be conducted in accordance with the law. The result of investigations will be informed to the informant. The channel for receiving the complaints and whistleblowing are as below;

Email : chairman.audit.com@energyabsolute.co.th

Website : <https://www.energyabsolute.co.th/complaints.asp>