

Human Rights Policy

SCG Chemicals Public Company Limited

The Board of Directors Meeting of SCG Chemicals Public Company Limited (“the Company”) No. 276 (12/2021) held on September 22, 2021 resolved to approve the first Human Rights Policy, and the Board Meeting No. 282 (3/2022) held on March 30, 2022 subsequently endorsed the continuous enforcement of the policy upon the conversion of the Company into a public limited company.

Definitions

SCG Chemicals means SCG Chemicals Public Company Limited and its subsidiaries according to the consolidated financial statements of SCG Chemicals Public Company Limited.

SCG Chemicals conducts its business both domestically and internationally with ethics, adhering to responsibility toward society and all groups of stakeholders based on good corporate governance principles and SCG Chemicals’s Code of Conduct. Regarding human rights protection, SCG Chemicals has strictly complies with laws and international standards especially providing support to and complying with Universal Declaration of Human Rights: UDHR, United Nations Global Compact (UNGC), United Nations Guiding Principles on Business and Human: UNGP and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: LIO. Moreover, SCG Chemicals also commits to manage human rights according to code of conduct and other company-specific statement of commitment.

The Board of Directors Meeting has, therefore, formulated this written Policy to provide the guidelines on this matter so as to ensure that SCG Chemicals’s business is free from human rights violation as well as to prevent violation of human rights in all direct activity of its business including suppliers/ contractors in business value chain and joint ventures.

Scope of Application

This Human Rights Policy is applicable to all activities of SCG Chemicals (employees, direct business activities, products and services) where SCG Chemicals has management control such as own operations, companies 100% owned by SCG Chemicals, subsidiaries and joint ventures.

SCG Chemicals expects and encourages its business partners of which SCG Chemicals does not have overall control such as associate companies or other companies in which SCG Chemicals jointly invested as well as contractors, suppliers and others related parties to uphold and comply with this Policy.

Definition Terms in the Human Rights Policy

“Human Rights” are rights inherent to all human beings, regardless of physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status as stipulated by laws of each country and treaty each country has commitment to. Human rights include the rights to life and liberty, freedom from slavery and torture, human trafficking, harassment, forced labor and child labor, freedom of expression and association, the right to negotiate, the right to work and working hours, equal remuneration, education and other rights such as personal data protection, health and safety, minority right and community right, to which all humans are entitled without discrimination in accordance with diversity and inclusion.

“Discrimination” is defined as the act and the result of treating people unequally by imposing unequal burdens or denying benefits, instead of treating each person fairly on the basis of individual merit. Discrimination can also include harassment.

“Harassment” is defined as a course of comments or actions that are unwelcome, or should reasonably be known to be unwelcome, to the person towards whom they are addressed. Non-sexual harassment includes but is not exclusive to mobbing and bullying, while sexual harassment includes a sexual component.

“Vulnerable Group” means a collection of people who are incapable of protecting their rights and interests from lacking in power, education, resources, strength and other specific characteristics that make them at a higher risk of being impacted in human rights aspects such as women, disability person, children, indigenous people, migrant workers and refugees, LGBTQI+, third-party contracted labor, contractors, community, etc.

Human Rights Policy

The Board of Directors, executives, management and employees of SCG Chemicals at all level shall be aware of importance of, respect human rights of every aspect of everyone including social and community, laws of each country and treaty each country is committed to and:

- treat everyone following human rights principle on equal basis without discrimination,
- avoid any act considered violation of human rights,
- support human rights protection,
- support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any related parties.

Guidelines

This Human Rights Policy shall be applicable to all business activities of SCG Chemicals domestically and internationally and includes:

1. Paying respect to human rights and treating each other with respect and honor on equality basis to all stakeholders and vulnerable groups without discriminating others' physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status;
2. Performing one's duty with prudence to prevent any risks from human rights violation in conducting business and commitment to prevent all forms of harassment both sexual and other forms of harassment. SCG Chemicals adheres to non-discrimination and anti-harassment policy and will not tolerate discrimination and harassment in any forms (sexual and non-sexual). All complaints submitted to the Company will be considered seriously, kept confidentially and treated with sympathy. If the complaint is confirmed, the appropriate remedy measurement and punishment by the Company and by law will be applied;
3. Encouraging communication, dissemination, education, creation of understanding, direction defining as well as supporting employees, suppliers/ contractors in the business value chain and those in the joint ventures to join the business with ethics respecting human rights and treating everyone based on the human rights principles stipulated in this policy with understanding regular check, including providing training about human rights, discrimination and harassment in the workplace to all employees and relevant persons;
4. Monitoring to ensure that human rights are respected and instilled and reporting to supervisor or people of responsibility if any action matching human rights violation relating to SCG Chemicals being found without ignorance or neglect as well as giving cooperation to any inquiry or investigation of truth on the said issue. In case of any doubt or question, consulting with one's supervisor or people of responsibility through assigned channels is suggested;
5. Providing up-to-date and effective grievance mechanism and escalation process for reporting incidents, fairly treat and protect any whistleblower who reports a violation of the human rights of an individual related to SCG Chemicals by implementing whistleblower protection measures

- to protect all whistleblowers and informants involved as stipulated in its Whistleblower Policy;
6. Continuously developing and conducting a Due Diligence Process covering new investment or mergers and partnership in order to identify and assess human rights risks and impacts and potentially affected all group of stakeholders, plan for corrective and preventive actions on addressing, preventing, and managing human rights violations in accordance with a unified enterprise risk management framework which cover related industry and country specific issues, and to track and monitor the situation. Also, setting appropriate mitigation and remediation plan for human rights violation case is required.
 7. Building and maintaining corporate culture that adhere to human rights aligning with this Human Rights Policy;
 8. Undertaking corrective action towards any person who violates the human rights and in cases of discriminatory behavior or harassment of which is also acting against SCG Chemicals's Code of Conduct or considering disciplinary penalty as defined by SCG Chemicals and may be subject to legal punishment if the act is against the law;
 9. Committing to communicate, report and disclose human rights implementations, mitigation and remediation including incidents of discrimination and harassment to the public in a complete and transparent manner; and
 10. Regularly reviewing human rights policy taking into account the changes that are significant to the organization

In order to cultivate this Human Rights Policy as part of the corporate culture and implement in a concrete manner, SCG Chemicals conducting business both domestically and internationally, shall adapt this Policy to align with individual business operation together with SCG Chemicals' vision.

This Policy shall be effective from August 1, 2023.

Announced on July 24, 2023

-signed by-

(Mr. Chumpol NaLamlieng)
Chairman of the Board of Directors

Note:

The first amendment to this Human Rights Policy was made pursuant to the resolution of the Board of Directors Meeting No. 282 (3/2022) on March 30, 2022.

The second amendment to this Human Rights Policy was made pursuant to the resolution of the Board of Directors Meeting No. 12 (5/2023) on July 24, 2023.