

Gunkul Engineering Public Co., Ltd. and GUNKUL Group			
	Human Rights Policy	Doc. No.	POL-BOD_67-021
		Effective Date	28 FEB 2024
	Approved by the Resolution of the Board of Directors Meeting No. 1/2024 dated 28 February 2024	Issue No.	6.0
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Objectives

Gunkul Engineering Public Company Limited (“the Company”) and GUNKUL Group (“the Group”) believe that the key factors that makes the Company successful and drive business to grow sustainably are conducting business with integrity and adhering to responsibility towards all groups of stakeholders. Therefore, the Company has established this policy to support the directors, executives, employees, and stakeholders in acknowledging and adhering to practices that are consistent with laws and international principles of human rights strictly in order to ensure that the Company’s business operations are free from violation of human rights and is based on awareness of value and equality.

Related parties

1. The Good Corporate Governance and Sustainable Development Committee and/or the committees appointed to be responsible for overseeing that this policy is implemented correctly.
2. The Board of Directors, executives and employees at all levels have a duty to support, promote, disclose/communicate and work in accordance with this policy with awareness of the importance and respect for human rights in all aspects.
3. The Company’s business partners, joint ventures, and other relevant persons must be involved in supporting and implementing this policy.

Definitions

Any statements or words used in this policy shall have the following meanings

“Human Rights”	Basic rights that every human being should receive and be protected from being discriminated against just because of differences in physical, mental, race, nationality, religion, gender, language, age, skin color, education, social status, culture, customs, or any other matters according to the laws of each country and according to the treaty that each country has obligations to comply with. Including the right to life and freedom, freedom from human trafficking harassment, forced labor and child labor, freedom to express opinions, right to work and equal pay, and other rights such as protection of personal data, health and safety, etc.
“Discrimination”	Unequal treatment and care for individuals by increasing the load or not providing equal benefits instead of treating individuals fairly on the basis that each individual deserves. This discrimination may include harassment as well.

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Principles

1. The Board of Directors, executives, and all employees must be aware of the importance of and respect human rights in all aspects of every person as well as society and communities according to the laws of each country and according to the treaty that each country has obligations to comply with, including
 - 1.1 To treat everyone equally according to human rights principles without discrimination.
 - 1.2 To support and promote human rights, and avoid actions that violate human rights.
 - 1.3 To communicate and support those involved in business operations throughout business value chain, which include business partners, contractors, joint ventures, employees, communities, society and environment. Respect human rights and conduct business according to the principles specified in the Company's Business Ethics Policy and Supplier Code of Conduct. Including identifying issues, prevention, mitigation of impacts, and responsibility for human rights impacts, in the event of human rights violations.
 - 1.4 Be a good neighbor and a reliable partner for local communities in each project area by supporting and participating in various community development projects, creating a sustainable quality of life and better living conditions for local communities.
2. Human Rights Practices
 - 2.1 To support, promote and respect human rights, respect and treat each other equally without discrimination, without discriminating between physical, mental, race, nationality, religion, gender, language, age, skin color, education, social status, culture, customs, or any other matter, covering all group of stakeholders.
 - 2.2 To act in accordance with the law, international and local regulations related to labor by prohibiting the use of forced labor in any form, whether the workers are under the legal age limit, are illegal labor, prison labor, bonded labor, debt bondage, military labor, slave labor, and all forms of human trafficking.
 - 2.3 To set up employment processes and conditions, which the recruitment process must be conducted in a fair and equitable manner by providing appropriate compensation and benefits, not using forced labor, workers under the legal age limit and illegal labor, including employees and employees of business partners and/or related stakeholders. Also, to take care of and treat employees without discrimination, give equal opportunities, as well as promoting the development of personnel in terms of knowledge, abilities, and potential, including cultivating good attitudes, morality, ethics, and teamwork.

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- 2.4 To take care and protect the safety of employees and related stakeholders, give importance to safety, occupational health, and environmental management in the workplace to be safe by considering it an important part of every project operation so that it does not affect the rights and safety of other, as well as to encourage employees and related parties to be able to work efficiently by setting a goal of "zero" work accidents. Also, to provide measures and guidelines to prevent accidents, develop, improve, and raise safety standards to be above what is required by law, and do not carry out any operations without safety control measures and safety equipment. Including providing appropriate and adequate safety training and strengthening employee awareness of safety through activities to raise awareness and instill a culture of safety, protecting and maintaining a safe environment on a continuous and consistent basis.
- 2.5 To require risk assessment of suppliers and contractors to prioritize risks that may affect the Company's operations, including establishing measures to keep track of and monitor wrongdoing closely.
- 2.6 To give importance to maintaining privacy, protecting the personal rights of stakeholders/ related persons strictly, keeping information confidential, disclosing and utilizing personal data of all group of stakeholders equally by creating Personal Data Protection Policy and developing a data management system for maximum efficiency.
- 2.7 To determine goals and objectives for human rights operations, including work plans and strategies, monitor and review operations, promote continuous development and improvement in order to be able to achieve the goals as specified.
- 2.8 To communicate, disseminate, provide knowledge, understand, determine guidelines, and provide any other support to those involved in the business value chain to participate in conducting business with ethics, respect for human rights, and treat everyone according to human rights principles in line with this policy.
- 2.9 To monitor and oversee respect for human rights to cover all group of stakeholders without neglecting when witnessing actions that are considered to be violations of human rights related to the organization and must report to the supervisor or responsible person, and cooperate in investigating the facts.
- 2.10 To provide channels for reporting human rights violations related to the Company, including providing fairness and protection to complainants or those who cooperate in reporting human rights violations as specified by the Company as follows:

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- 1) Submit via Email of the Audit Committee audit_committee@gunkul.com
- 2) Submit via The Company's website www.gunkul.com
at "Whistleblowing or Complaint relating to Corruption Channels"
- 3) Submit via Sealed postage to Chairman of the Audit Committee
Gunkul Engineering Public Company Limited
1177 Pearl Bangkok Building, 8th Floor, Phaholyothin Road,
Phayathai, Phayathai, Bangkok 10400
- 4) Submit via "Whistleblowing and Corruption Complaints Box"

(Set in the Company and can be opened by the Secretary to The Audit Committee only)

This policy stipulates that any complaints received by the Company will be seriously investigated and considered, including the information received will be kept confidential. If the allegations are confirmed, the Company will provide appropriate and fair compensation to those whose human rights have been violated. While those who violate human rights are considered to be unethical and must be considered for disciplinary punishment according to the Company's regulations and/or prosecuted according to law.

2.11 To continuously develop and implement the Human Rights Due Diligence Process in identifying issues, assessing risks and impacts of human rights violations, determining affected individuals or groups throughout the business value chain, in order to plan and determine solutions and prevent human rights violations, monitor and follow up by providing appropriate remedies and mitigation processes in cases where human rights violations occur from business operations.

2.12 To review the Human Rights Policy at least once a year to ensure that it is still consistent with and appropriate to the current business conditions of the Company, and commit to creating and maintaining an organizational culture that adheres to respect for human rights in accordance with this policy.

Form

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Revision Record

Document No.	Issue No. /Revision No.	Date	Revised Part	Reason of Revision	Date of Cancellation
OMD 2563/13	1.0	2 MAR 2020	Rewritten	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	1 MAR 2021
POL-BOD 64-021	2.0	1 MAR 2021	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	12 NOV 2021
POL-BOD 64-039	3.0	12 NOV 2021	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	8 FEB 2022
POL-BOD 65-007	4.0	8 FEB 2022	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	27 FEB 2023
POL-BOD 66-011	5.0	27 FEB 2023	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	28 FEB 2024
POL-BOD 67-021	6.0	28 FEB 2024	Reviewed	To determine the commitment of practice and promote the Human rights for all groups of stakeholders according to the principles of good corporate governance policy and business ethics.	-