


Gunkul Engineering Public Co., Ltd. and GUNKUL's Group			
	Human Rights Policy	Doc. No.	POL-BOD_65-007
		Effective Date	8 FEB 2022
	Approved by the Resolution of the Board of Directors Meeting No. 1/2022 dated 4 February 2022	No.	4.0
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## Objective


The Company believes that an important factor that makes the Company successful and drive sustainable business is to adhere to social responsibility and all groups of stakeholders, employees, business partners (partners, contractors and customers) and the local communities in which the Company operates exceptionally in accordance with the principles of good corporate governance and business ethics. As for the protection of human rights, the Company has strictly complied with international laws and principles, including the prevention and avoidance of human rights violations.

## Related Parties

1. The Human Resources and Administration Department, the Good Corporate Governance Committee, and / or the appointed committee are responsible for overseeing this policy to ensure that it is implemented correctly.
2. The board of directors, executives and employees at all levels must be aware of the importance and respect for human rights.

## Principle

1. Human rights mean the fundamental rights that all human beings are guaranteed or protected not to be discriminated against just because the differences of physical, mental, race, nationality, religion, gender, language, age, skin color, education, social status or any other matter in accordance with the laws of each country and in accordance with treaties in which each country has obligations to abide by.
2. The board of directors, executives and all employees must recognize the importance and respect for human rights in every aspect of every person. As well as, society and communities according to the laws of each country and in accordance with treaties in which each country has obligations to abide by, including;
  - 2.1 The equal treatment of all human rights without discrimination.
  - 2.2 Promoting human rights and avoiding acts that violate human rights.
  - 2.3 The Company aims for those involved in business operations throughout the business value chain, supplier, contractor, joint venture, employee, society and environment to respect human rights and conducting business in accordance with the principles specified in the Supplier Code of Conduct; as well as, demonstrating a commitment to identify issues, prevention, mitigation and responsibility for human rights impacts. In the event that human rights violations occur, The Group expects trade partners and contractors to have appropriate procedures for resolving and managing human rights violations.

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2.4 The Company strives to be a good neighbor and a reliable partner for the local community, promote community rights to restore customs and local wisdom, in which the Company participated in various projects for community development and create better living for the local community.

### 3. Human Rights Practices

3.1 To respect human rights, treat each other with respect, honor each other and treat each other equally without discrimination in physical, mental, ethnic, nationality, religion, gender, language, age, skin color, education, social status or any other matter.

3.2 To be prohibited the use of forced labor in any form, whether prison labor bonded labor Debt bondage, military, slave labor and all forms of human trafficking.

3.3 To be committed of complying with international and local regulations relating to child rights and child labor Employment of children under the legal age is prohibited.

3.4 To exercise caution in carrying out duties to prevent the risk of human rights violations in business operations, monitoring the respect of human rights.


3.5 To promote and take action to protect human rights.

3.6 To communicate, disseminate, educate, understand, formulate guidelines and provide other support to those who involved in conducting business throughout the business value chain, deliver goods and services (Supplier), Contractor; as well as, business partners (Joint Venture) in order to participate in conducting business with integrity, with respect to human rights and treat everyone according to human rights principles in accordance with this policy.

3.7 To oversee respect for human rights, without neglect or ignore any actions that are considered a violation of human rights relating to the organization and must report to the supervisor or the responsible person and cooperate in the investigation of various facts. If in doubt or questions, consult with the supervisor or the person in charge through various channels.

3.8 The Company will provide fairness and protection to individuals who report human rights violations related to the Company by using measures to protect complainants, or those who cooperate in reporting human rights abuses as determined by the Company in 'Whistleblower Protection' via the following channels:

- Via telephone number: 02 242-5834
- Via website: [www.gunkul.com](http://www.gunkul.com)
- Via Good Corporate Governance Committee
- Via Investor Relations Department: [ir@gunkul.com](mailto:ir@gunkul.com)
- Via Annual General Meeting of Shareholders / Extraordinary General Meeting

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- Via Morning talk meeting between staff and supervisors, Suggestion box for employees
- 3.9 The Company will continuously develop and implement the Due Diligence Process in order to identify the risk of human rights violations, identify affected groups or individuals, plan and formulate solutions and prevent human rights violations. To manage, solve and prevent human rights violations, and monitor and follow up with appropriate remedial and mitigation procedures in the event of human rights violations.
- 3.10 The Company is committed to creating and maintaining an organizational culture that is committed to respecting human rights in accordance with this human rights policy.
- 3.11 Human rights violator is an unethical act which must be considered disciplinary in accordance with the regulations set by the Company. Moreover, that person may be punished by law if such actions are illegal.

### Policy Change

The Company reserves the right to cancel or amend this policy as appropriate and must be approved in writing by the Chairman of the Executive Committee only.

### Form

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**Revision Record**

<b>Document No.</b>	<b>Issue No. /Revision No.</b>	<b>Date</b>	<b>Revised Part</b>	<b>Reason of Revision</b>	<b>Date of Cancellation</b>
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.	-