



THORESEN THAI AGENCIES

PUBLIC COMPANY LIMITED

Human Rights and Labor Practice Policy

Thoresen Thai Agencies Public Company Limited and its subsidiaries (“the Company”) aim to conduct business with integrity. We are committed to our responsibilities in accordance with good corporate governance and business ethics, by complying with human rights principles and regulations as well as providing measures to prevent and avoid human rights violations against all groups of stakeholders of the Company. Our policy is under the provisions of Thai national and international laws and regulations, including the Constitution of the Kingdom of Thailand, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact Guide to Develop a Policy, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, to ensure that the Company's business operations are free from human rights violations. The Board, therefore, deems it appropriate to set a Human Rights and Labor Practices Policy to prevent human rights violations in all direct activities of the stakeholders and suppliers in the business value chain.

Human Rights and Labor Practices Policy

The directors, executives, and employees of the Company at all levels must acknowledge the importance of human rights in all aspects, including society and community, according to the laws and treaties that each country has obligations to comply with, including:

- Treating everyone equally in accordance with the human rights principles without discrimination,
- Avoiding actions that constitute human rights violations,
- Supporting and promoting human rights, and
- Communicating, educating, setting guidelines, monitoring, and providing support to suppliers in the business value chain as well as all groups of stakeholders to conduct business with integrity, respect human rights, and treat everyone per the principles of human rights outlined in this policy.

Stakeholder Engagement Policy

1. To respect human rights and provide equitable and fair treatment to one another regardless of body, mind, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, customs, etc.

2. To perform duties prudently to prevent the risk of human rights violations in business operations
3. To support and promote actions to protect human rights, refrain from employing forced or underaged child labor, respect the right to join trade unions and collective bargaining, ensure health and safety at work, and strictly comply with relevant labor laws and regulations.
4. To communicate, educate, set guidelines, monitor, and provide support to all groups of stakeholders to conduct business with integrity, respect human rights, and treat everyone per the principles of human rights outlined in this policy.
5. To monitor human rights compliance and take action when noticing a behavior or action that constitutes a human rights violation by informing a supervisor or a responsible person and cooperating in the investigation.
6. To protect whistleblowers who report human rights violations and those who cooperate in the investigation, using complainant protection measures following the Code of Business Conduct set out by the Company
7. To provide channels for all groups of stakeholders to file complaints or report any behavior or action that may be regarded as a violation of human rights. The Company has established the following channels to receive whistleblowing complaints:

The Audit Committee

Email: whistleblowing@thoresen.com

Post: Audit Committee

Thoresen Thai Agencies Public Company Limited

P.O. Box 12, Non-delivery Post Office, Siam Commercial Bank,

Lumpini, Pathumwa, Bangkok 10330

Alternatively, whistleblowers can contact the Head of the Internal Audit Department in person.

8. To continuously develop and implement the due diligence process to identify issues and assess risks and impacts of human rights violations, especially on topics related to stakeholders associated with the Company's current operations.
9. Planning and formulating guidelines for solving and preventing human rights violation
10. To examine and monitor the results of resolution measures for human rights violations, including ensuring support and cooperation in mitigating the impacts caused directly or indirectly by the Company
11. To create and maintain a corporate culture that respects human rights per this policy and be a business example in advocating for human rights, including allowing employees to voice their opinions on human rights issues

12. Person who violates human rights is considered to have violated the business ethics of the Company, and thus must be disciplined accordingly. In addition, there may be legal penalties if the act in question is illegal.

In addition, the Company emphasizes the importance of gender equality per the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

Expectations for the Stakeholders

The Company expects that all of its stakeholders operate according to the guidelines listed below:

1. To respect human rights and show commitment to risk management and prevention guidelines to prevent human rights violations,
2. To prepare guidelines in handling the impacts on the Company's collateral in the event of human rights violations, including mitigation measures to address and manage human rights violations as appropriate, and
3. To refrain from using forced or underaged child labor.



Chalermchai Mahagitsiri

President & CEO

February 10, 2022

Edit note			
Issue No.	Date (DD/MM/Y YYYY)	Edited by	Description and reasons for modification
Issue No. 01, Revision No. 00	09/12/2019	Human Resources Department	Original
Issue No. 01, Revision No. 01	11/11/2021	Human Resources Department	Modified the template to comply with the company's other policies and added content per the THSI assessment