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Human Rights Due Diligence : HRDD



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Comprehensive Human Rights Due Diligence (HRDD)

JMT Network Services Public Company Limited has continuously enhanced its commitment from establishing a human rights policy—focused on good practices with respect for employees and stakeholders—toward implementing comprehensive human rights due diligence (HRDD). This process is guided by the UN Guiding Principles on Business and Human Rights (UNGPs), serving as a framework to ensure the Company adheres to international human rights standards, preventing and addressing potential impacts on human rights across the value chain.


The due diligence process can be divided into three dimensions across the value chain as follows:

1. Comprehensive Environmental Due Diligence (Environment)
2. Comprehensive Labor Rights Due Diligence (Labor)
3. Comprehensive Human Rights Due Diligence (Human Rights)

Currently, focusing solely on responsibilities related to the Company’s employees or directly affected stakeholders may no longer be sufficient for conducting business responsibly in terms of human rights.

Therefore, this comprehensive human rights due diligence checklist serves as a tool to identify issues within each dimension. It helps ensure that the Company’s internal processes are properly monitored, indicating which responsibilities are being effectively managed, which areas require further improvement, and which aspects remain incomplete. Any gaps may unintentionally cause negative impacts on various stakeholder groups.

Once the Company identifies areas where potential impacts may occur to any stakeholder group, it will implement preventive measures to minimize or eliminate such impacts. In addition, the Company will establish remediation measures for those potentially affected, providing clear guidelines for relevant departments to follow in their operations.


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Scope of the Comprehensive Human Rights Management Process

1. Establishing a Human Rights Policy
2. Identifying Issues and Assessing Potential Impacts arising from the Company's activities across the value chain
3. Management Processes for Prevention and Mitigation of potential adverse impacts
4. Monitoring, Reviewing, and Evaluating ongoing operations and issues
5. Communication with Stakeholders and the Public
6. Prevention and Remediation Measures

You may review the full policy by following the link or scanning the QR code below.

<https://www.jmtnetwork.co.th/storage/document/cg/human-rights-policy-en.pdf>

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Severity Levels for Identifying Risk Issues

The severity of identified risk issues is categorized into three levels as follows:

1. Critical Risk (Level 4) – Red

This refers to risks where the Company may engage in actions that violate Thai laws or international regulations, potentially leading to legal disputes. Such risks may arise in the context of business competition, affecting competitors within the same industry through unfair trade practices, or constitute human rights violations that result in severe physical or psychological harm.

2. High Risk (Level 3) – Orange


This level involves risks arising from business practices that violate ethical standards, impacting competitors or customers, as well as irresponsible business conduct affecting all stakeholder groups. However, these actions do not constitute violations of Thai or international law.

3. Medium Risk (Level 2) – Yellow

These risks may have negative impacts on the Company's reputation and public image, resulting in reduced trust from society and all stakeholder groups. They can cause missed business opportunities in both the short and long term and typically require more time to address or remediate compared to Level 1 risks.

4. Low Risk (Level 1) – Green

This level refers to risks with limited or minor impacts within the organization. The Company can manage these issues quickly and effectively, without causing uncontrollable or widespread adverse effects.


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Scope of Comprehensive Human Rights Due Diligence (HRDD)

1. Comprehensive Environmental Due Diligence (Environment)
2. Comprehensive Labor Rights Due Diligence (Labor)
3. Comprehensive Human Rights Due Diligence (Human Rights)

The Company conducts comprehensive due diligence across these three dimensions to identify potential adverse impacts on both direct and indirect stakeholders. This ensures that the Company's operations in each dimension do not cause negative impacts to any stakeholder group throughout the value chain.

For issues that may be difficult for the Company to control, preventive measures are planned to minimize or eliminate the likelihood of such impacts. In addition, appropriate remediation measures are also prepared for stakeholders who may be affected by the Company's operations. These efforts aim to build confidence among internal personnel, society, and all stakeholder groups that the Company conducts its business responsibly, prioritizing accountability to all parties rather than focusing solely on profit generation.

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Risk Issues from Activities not yet implemented by the company


		Rare	Moderate	Frequent	Very Frequent
		(Likelihood)			
(Impact)	Critical	R 3.4	R 1.2 R 3.1 R 1.3 R 3.8 R 2.2	R 2.6 R 3.2 R 3.9	R 2.1
	High		R 3.7 R 3.8	R 2.3 R 3.5 R 2.4 R 3.6	
	Medium			R 1.1 R 1.4 R 2.5	
	Low				

1. Comprehensive Environmental Due Diligence (Environment)

- R 1.1 Complete data collection process on paper usage across all activities, to enhance management efficiency.
- R 1.2 Process for reviewing the environmental policies of business partners.
- R 1.3 Process for monitoring partners' management of waste, water, electricity, and fuel energy quality.
- R 1.4 Environmental training sessions provided by external expert speakers.

2. Comprehensive Labor Rights Due Diligence (Labor)


- R 2.1 Employee satisfaction assessment surveys.
- R 2.2 Process for reviewing the human rights policies of business partners.
- R 2.3 Process for monitoring partners' employee management in terms of labor, welfare, and cost of living.

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- **R 2.4** Process for monitoring partners' employee management regarding safety, occupational health, and working environment.
- **R 2.5** Activities promoting employee and labor knowledge beyond the basic onboarding orientation.
- **R 2.6** Concrete manuals or operational plans for overseeing labor rights in all relevant areas.

3. Comprehensive Human Rights Due Diligence (Human Rights)

- **R 3.1** Supplier Code of Conduct.
- **R 3.2** Human rights policies supporting gender equality and sexual orientation, which do not yet cover all stakeholder groups beyond executives, employees, business representatives, and business partners.
- **R 3.3** Human rights policies addressing safety, occupational health, and environmental conditions, which do not yet cover all stakeholder groups beyond executives, employees, business representatives, and business partners.
- **R 3.4** Policies or guidelines to protect and prevent child rights violations, beyond the issue of child labor.
- **R 3.5** Process for reviewing other human rights policies of business partners.
- **R 3.6** Process for reviewing the business conduct of partners (Code of Conduct).
- **R 3.7** Policies and best practice guidelines on anti-corruption and anti-bribery measures for business partners.
- **R 3.8** Process for monitoring responsible operations affecting labor, society, and communities near partners, customers, government agencies, and other private sector organizations.
- **R 3.9** Concrete manuals or operational plans for overseeing other human rights matters across all relevant areas.

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Comprehensive Environmental Due Diligence (Environment)


Comprehensive Environmental Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
Policy / Objectives / Operations					
1. The Company has a clearly defined sustainability policy that covers environmental aspects.	✓				
2. The Company has a biodiversity policy.	✓				
3. The Company sets both short-term and long-term environmental objectives, which include: 3.1. Energy management 3.2. Water management 3.3. Paper management 3.4. Sustainable waste management 3.5. Greenhouse gas management	✓				
4. The Company collects monthly data on resource usage and expenses, including electricity, fuel, water, and waste, to effectively monitor, manage, and optimize resource utilization.	✓				
5. The head office currently does not have a comprehensive process for monitoring paper usage across all activities in each department. As a result, the Company is unable to fully collect accurate data on actual usage. Therefore, the current sustainable paper management method is considered to have low effectiveness in data collection. The Company continues to seek additional approaches to enhance its efficiency.			✗		
6. The Company collects monthly data on waste and calculates the reduction in greenhouse gas emissions using the calculation system provided by the Stock Exchange of Thailand, which is recognized for its reliability and accuracy.	✓				
7. The Company organizes waste management programs both internally and in collaboration with external organizations to raise employee awareness of the impacts of waste, improper waste disposal, and the benefits of correct waste segregation, ensuring that waste is properly processed. 7.1. E-Waste Exchange Program (E-Waste for Points): A program for collecting and segregating electronic waste from customers and employees, which is then sent to AIS for proper disposal.	✓				

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Comprehensive Environmental Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
<p>7.2. DROP OFF PET Bottles with CIRPLAS: A program for managing plastic bottles aimed at reducing plastic waste and implementing circular economy principles.</p> <p>7.3. Care the Whale Program – in partnership with the Stock Exchange of Thailand: A program aimed at reducing greenhouse gas emissions through waste management under the concept of “Invisible Waste,” eliminating the notion of waste.</p> <p>7.4. Invisible Glass Bottle Program – in collaboration with Osotspa Public Company Limited: A program for segregating glass bottle waste for recycling, including the collection of cullet (glass fragments) to create new glass bottles.</p>					
8. The Company provides waste bins according to waste types and places them on each floor of the building and surrounding office areas, ensuring sufficient availability for use.	✓				
9. For general waste generated by employees and food preparation in staff shops, which may produce odors affecting office employees and surrounding communities, the local municipality collects waste daily to prevent health hazards and minimize odor impacts on nearby communities.	✓				
10. The Company employs cleaning staff responsible for managing daily waste volumes on each floor and surrounding areas to ensure waste bins are always ready for use.	✓				
11. The Company has an aerated wastewater treatment system to ensure that wastewater generated from employees’ consumption and usage does not adversely affect hygiene or produce unpleasant odors for employees and the surrounding community.	✓				
12. The Company assigns responsible personnel to maintain the quality of the wastewater treatment system and record data consistently to meet standard requirements.	✓				
Supplier Assessment					

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Comprehensive Environmental Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
The Company currently does not have a process to assess the environmental practices of its business partners, including:					✗
1. Relevant environmental policies.					
2. Processes for the efficient management of waste, water, electricity, and fuel energy.					✗
Skills Development / Activity Promotion					
1. The Company provides environmental knowledge through various communication channels that employees can easily access, as well as through organized activities. The objective is to educate and raise awareness about the efficient use of resources and to consistently emphasize the importance of environmental responsibility among employees.	✓				
2. The Company currently does not recruit external experts with direct environmental expertise to deliver training to employees. This would enable employees to gain in-depth understanding of environmental benefits and impacts, promoting awareness beyond simply receiving basic information.			✗		
Communication / Public Disclosure					
1. The Company has channels to disclose its policies, operational objectives, statistics, and environmental management information to the public.	✓				
Monitoring / Tracking Operations / Reviewing Issues					
1. The Company establishes a schedule to review environmental issues on a comprehensive basis annually or whenever urgent issues require immediate review.	✓				
2. The Company has personnel responsible for environmental management, including waste management, water management, paper management, and energy management. These operational teams collaborate with various departments in the office to support environmental data collection for statistical management, project development, and optimizing resource usage.	✓				
3. The Company has operational plans for environmental management on a monthly and annual basis, covering the collection of monthly statistical data, organizing activities/projects, and continuously providing knowledge to employees.	✓				
Prevention / Remediation Measures					

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Comprehensive Environmental Due Diligence	Indicate corresponding risk level				
	Implemented	1	2	3	4
1. For environmental activities that are already effective, the Company maintains standards by continuing operations and remains open to adopting new approaches.	✓				
2. For paper management, which is currently at a low level, the Company continues to seek methods, measures, or processes to enhance the efficiency of data management and usage without neglecting the issue.	✓				
3. The Company provides accessible communication channels for the public to report various issues to the Company, ensuring the channels are always available and easy to use.	✓				
4. The Company has measures in place to remediate stakeholders who may be affected by the environmental management practices implemented by the Company.	✓				

Environmental Performance for the Year 2023

The Company did not receive any significant environmental complaints from the communities surrounding the office or from other stakeholder groups.

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Comprehensive Labor Rights Due Diligence (Labor)

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Comprehensive Labor Rights Due Diligence (Labor)


Comprehensive Labor Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
Policy / Objectives / Operations					
1. The Company has a Human Rights Policy that has been formally approved and publicly disclosed.	✓				
2. The Company has established a Welfare Committee within the workplace, serving as a central body to jointly oversee and address significant issues on behalf of employees. This ensures that the Company treats and cares for employees at all levels and positions fairly and comprehensively.	✓				
3. The Company has appointed a Safety, Occupational Health, and Workplace Environment Committee.	✓				
4. To ensure neutrality, safety, and efficiency in the operations of the Welfare Committee, the Company has established good practices stipulating that supervisors and managers shall not intervene in the Committee’s work without justifiable reasons.	✓				
5. The Company has explicitly identified issues that prohibit practices constituting forced labor, which violate fundamental human rights relating to freedom of work.	✓				
6. The Company explicitly prohibits the employment of workers below the minimum legal working age and strictly complies with applicable labor laws.	✓				
7. The Company supports the employment of women and gender-diverse individuals, respecting gender diversity. All employees, regardless of gender or sexual orientation, receive equal pay and benefits without discrimination.	✓				
8. Female employees who are pregnant are entitled to continue performing their duties as usual and may exercise their right to maternity leave and benefits in accordance with Company regulations.	✓				

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Comprehensive Labor Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
9. The Company's recruitment and selection process for all positions is based on equal opportunity, with decisions made solely on qualifications and suitability for the role. There is no discrimination on the basis of gender, sexual orientation, race, religion, ancestry, skin color, physical appearance, social status, disability, or impairment.	✓				
10. The Company ensures that executives and employees at all levels, in all departments and divisions, are granted equal rights to access training programs, professional development, and knowledge enhancement opportunities without restriction.	✓				
11. The Company conducts employee performance evaluations twice a year using standardized forms. The results are clearly communicated to employees, highlighting areas for further development as well as recognizing achievements to boost morale. Evaluation outcomes are also used as key input for decisions on promotions and year-end salary adjustments, thereby creating career growth opportunities for employees.	✓				
12. The Company requires supervisors to treat subordinates with fairness and equality, ensuring inclusive oversight without favoritism or discrimination against any individual employee.	✓				
13. The Company promotes mutual respect among female, male, and LGBTQ+ employees, ensuring that no employee is subjected to discomfort, ridicule, humiliation, or devaluation based on gender or gender identity differences.	✓				
14. The Company is responsible for safeguarding workplace safety, occupational health, and the overall working environment.	✓				
15. The Company has a dedicated facilities management team responsible for maintaining and repairing office premises promptly, ensuring a safe environment for employees and visitors at all times.	✓				
16. The Company encourages employees to practice the 5S principles —Sort, Set in Order, Shine, Standardize, and Sustain—at	✓				

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Comprehensive Labor Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
their personal desks and departmental work areas to prevent accidents and the spread of germs.					
17. The Company provides sufficient restroom facilities for employees, separated by gender, and employs housekeeping staff to ensure cleanliness and maintain proper hygiene for employees and the overall office environment at all times.	✓				
18. The Company has installed drinking water dispensers at various locations within the office building to provide convenience for employees, ensuring that the drinking water is clean and healthy.					
19. The Company requires all employees, regardless of position, to attend a new employee orientation program in order to receive essential information about the Company, as well as rights, benefits, and guidelines related to their employment, so that employees will not lose their entitled benefits.	✓				
20. The Company provides new employees with personal equipment appropriate to the nature of their work, such as computers, mobile phones, and access rights to the Company's systems, to facilitate convenience and enhance work efficiency.	✓				
21. The Company has established criteria for the payment of overtime in departments where the nature of work occasionally requires employees to work beyond regular hours, ensuring appropriateness and fairness.	✓				
22. The Company defines the salary structure for each position, division, or department in alignment with industry standards, taking into consideration the adequacy for employees' and their families' livelihoods, and also provides additional benefits to which employees are entitled.	✓				
23. In cases where termination of employment is necessary for reasons unrelated to employee misconduct, the Company will provide prior notice to the employee, clearly explain the reasons for termination, and offer severance pay in accordance with legal entitlements in a fair manner.	✓				
24. The Company establishes and enforces disciplinary rules, regulations, or directives that are not excessively exploitative or restrictive of employees' freedom in work and daily life. Such	✓				

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Comprehensive Labor Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
measures are intended to ensure consistent practices, reduce disparities, and promote equitable treatment.					
25. The Company informs employees of their working days and hours, as well as the procedures for recording working time, from the commencement of their employment.	✓				
26. The Company provides employees with a minimum of one day off per week.	✓				
27. The Company observes at least 13 public holidays per year, including one National Labor Day, and officially announces these holidays to all employees in advance.	✓				
28. For annual leave, employees with one year of service are entitled to 6 days of vacation leave per year.	✓				
29. Employees are entitled to a minimum of 60 minutes of break time during regular working hours.	✓				
30. Employees who take any type of leave in accordance with the Company's regulations will continue to receive their regular wages.	✓				
31. The Company provides clear explanations of the different types of leave and the procedures for taking leave, ensuring that employees are fully informed of their rights.	✓				
32. Employee wages are paid via bank transfer to the accounts designated by the employees, with payment made on the last day of each month as specified in their employment contracts.	✓				
33. All employees are registered as insured persons under the Social Security Act in accordance with legal requirements.	✓				
34. The Company correctly deducts employee wages to contribute to the Social Security fund at the legally required rate.	✓				
35. The Company has established a provident fund for employees and contributes to the fund, aiming to boost employee morale and encourage long-term retention with the company.	✓				
36. The Company provides accessible and secure channels for complaints, available to both employees and the general public.	✓				
37. The Company has not yet implemented an employee satisfaction survey to directly collect feedback and opinions from employees.			✗		
Supplier Assessment					

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Comprehensive Labor Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
The company has not yet established a comprehensive labor rights assessment process for its suppliers, which includes the following aspects:					
1. The suppliers' human rights policies.		✗			
2. The process for monitoring how suppliers care for their employees, including fair compensation, provision of entitled benefits, child labor, female labor, forced labor, discrimination, skills development, and other related labor issues.		✗			
3. The process for monitoring how suppliers manage employee safety, occupational health, and workplace environment.		✗			
Skills Development / Activity Promotion					
1. In the past year, the Company has not organized any activities that promote knowledge related to employees and labor, including facilities and technologies that enhance work efficiency, beyond the information provided during the new employee orientation.			✗		
2. The Company provides annual training for employees, including fire drills and basic first aid exercises.	✓				
3. The Company promotes engagement between the organization, management, and employees by organizing annual New Year activities for employees. These activities aim to show care for employees' work performance, well-being, and to foster unity and cohesion within the organization.	✓				
Communication / Public Disclosure					
1. The Company discloses its current Human Rights Policy to the public.	✓				
2. The Company discloses information regarding management and employees, including details such as compensation rates, employment ratios of male and female employees, provident fund contributions, annual training hours, workplace injury rates, employee turnover rates, and other related data.	✓				
Monitoring / Follow-up / Review of Issues					
1. The Company sets a schedule to review labor rights issues on an annual basis or whenever urgent issues require immediate review.	✓				
2. The Company does not yet have a concrete manual or operational plan to comprehensively oversee labor rights in each specific area.					✗

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Comprehensive Labor Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
Preventive / Remedial Measures					
1. For labor rights practices that the Company already implements effectively in accordance with regulations, the Company maintains these standards continuously, without restricting new policies or operational approaches that could further enhance the care of management and employees.	✓				
2. Regarding the monitoring of suppliers’ labor rights, the Company has established operational targets and incorporated them into the annual operational plan.	✓				
3. The Company has measures in place to remediate management and employees who are affected by labor rights practices implemented by the Company.	✓				

Human Rights Performance in 2023:

The Company did not receive any significant human rights complaints from employees or business partners.

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Comprehensive Human Rights Due Diligence (Human Rights)

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Comprehensive Human Rights Due Diligence (Human Rights)


Comprehensive Human Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
Policy / Goals / Operations					
1. The Company has a human rights policy.	✓				
2. The Company has a Code of Conduct that sets guidelines for good practices toward each group of the Company’s stakeholders.	✓				
3. The Company does not yet have a Supplier Code of Conduct.					✗
4. The Company has policies on anti-money laundering, counter-financing of terrorism, and the prevention of the proliferation of weapons of mass destruction.	✓				
5. The Company has a human rights policy supporting gender equality and gender diversity; however, it does not yet cover all groups of the Company’s stakeholders beyond executives, employees, business representatives, and business partners.					✗
6. The Company has a human rights policy addressing safety, occupational health, and the working environment, but it does not yet cover all groups of the Company’s stakeholders beyond executives, employees, business representatives, and business partners.					✗
7. The company identifies that it is committed to protecting customer confidentiality by implementing a Personal Data Protection policy (Personal Data Protection Act: PDPA) in accordance with the Personal Data Protection Act B.E. 2562 (2019), to ensure that all information related to the company’s business activities is securely maintained as confidential at all times.	✓				
8. The company has established a Data Breach management process.	✓				
9. The company places importance on coexisting harmoniously with the community in the vicinity of its operations, ensuring that it does not create any direct or indirect impact on the well-being of people living in nearby areas.	✓				
10. The company identifies the issue of preventing unfair competition to ensure the business is conducted with transparency. It will not	✓				

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	Implemented	Risk level if not Implemented			
		1	2	3	4
engage in business practices that violate competition laws in any department and will avoid taking advantage of other related operators, either directly or indirectly.					
11. The company states that all transactions with government agencies and external organizations must strictly comply with the relevant rules, regulations, and laws.	✓				
12. The company identifies the issue of promoting good citizenship among employees at all positions and levels, in accordance with legal rights.	✓				
13. The company identifies the issue of respecting intellectual property rights, ensuring that no infringement occurs, either in a personal or corporate capacity.	✓				
14. The company emphasizes the importance of upholding business ethics toward creditors and commercial competitors by strictly complying with agreements specified in contracts.	✓				
15. The company provides training and promotes a culture of anti-bribery and anti-corruption for all employees at every position and level, and includes this in the company's knowledge curriculum.	✓				
16. The company has not yet established policies or guidelines to protect and prevent violations of children's rights beyond the issue of child labor.					✗
17. The company has a non-discrimination policy for persons with disabilities and employs workers with disabilities in accordance with legal requirements.	✓				
18. The company provides facilities and accommodations for persons with disabilities in the office as appropriate.	✓				
19. The company has a customer complaint management plan and provides easily accessible and multiple channels for submitting complaints.	✓				
Supplier Assessment					
The company has not yet established a comprehensive human rights due diligence process for suppliers, which should cover the following issues:					
1. The supplier's human rights policy.					✗

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Comprehensive Human Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
2. The supplier's business code of conduct.					✗
3. The supplier's policies and good practices on anti-bribery and anti-corruption.					✗
4. The supplier's processes for conducting operations responsibly with respect to labor, society, nearby communities, customers, government authorities, and other private sector entities.					✗
Skills Development / Activity Promotion					
1. In the past year, the company organized anti-bribery and anti-corruption training for all employees across the organization, delivered by external experts.	✓				
Communication / Public Disclosure					
1. The company discloses the details of its personal data protection policy clearly on its corporate website.	✓				
2. The company publicly discloses its current human rights policy.	✓				
3. The company publicly discloses its current business code of conduct.	✓				
Monitoring / Operational Follow-up / Issue Review					
1. The company sets a schedule for reviewing other human rights issues comprehensively on an annual basis or whenever urgent matters require immediate review.	✓				
2. The company does not yet have a formal handbook or operational plan for comprehensively overseeing other human rights issues in each area.					✗
Preventive / Remedial Measures					
1. For aspects of other human rights management that the company already performs well according to regulations, the company continues to maintain these standards without restricting new policies or operational approaches that could further improve responsible management for all stakeholders in a measurable way.	✓				
2. For comprehensive monitoring of other human rights among business partners, the company has established objectives and included them in the annual operational plan.	✓				

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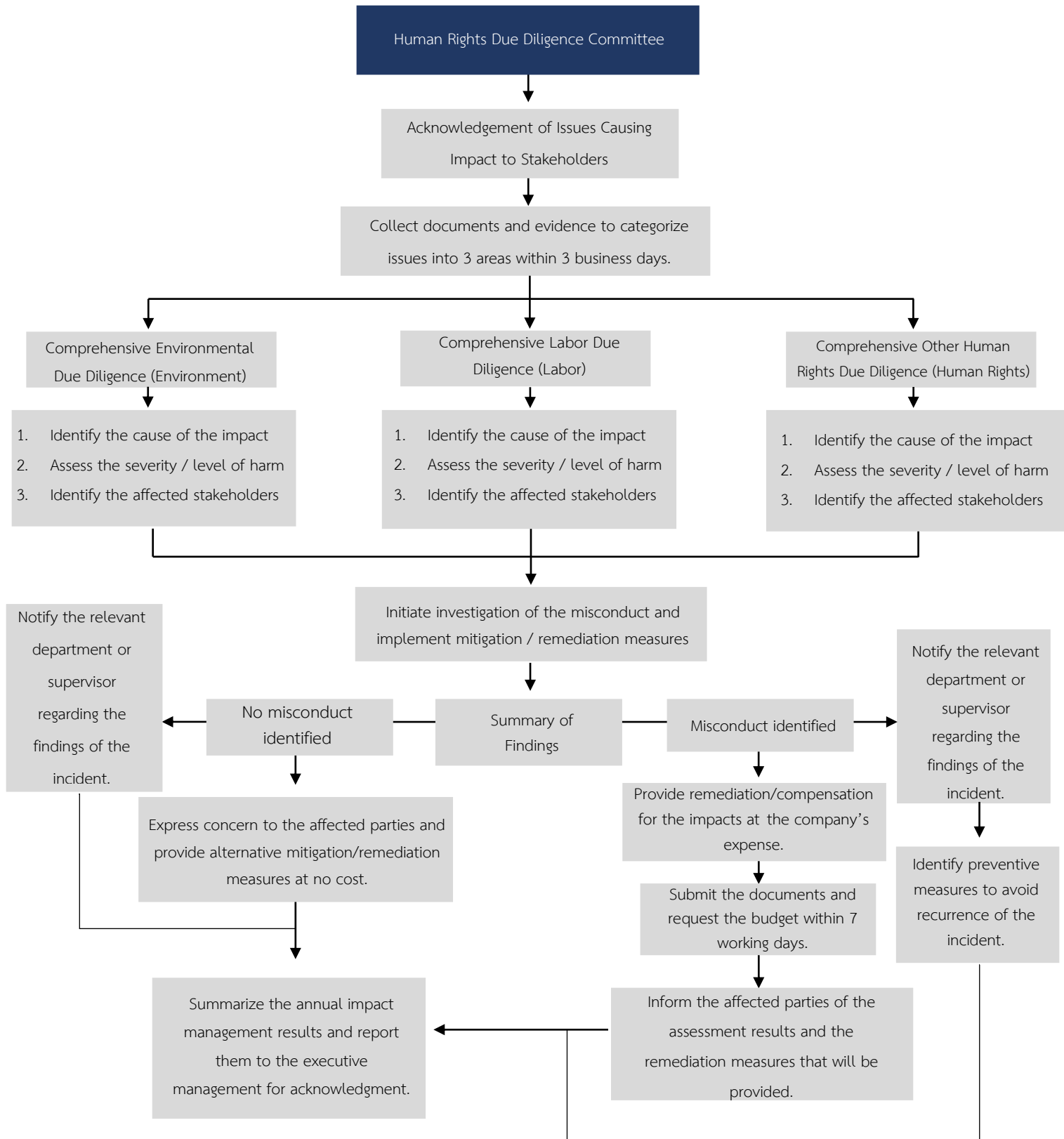
Comprehensive Human Rights Due Diligence	Indicate corresponding risk level				
	Implemented	Risk level if not Implemented			
		1	2	3	4
3. The company has measures in place to provide remedies to executives, employees, customers, or other stakeholders affected by the company’s management of other human rights issues.	✓				


Other Human Rights Performance in 2023:

The company did not receive any significant complaints regarding other human rights from stakeholders affected by the company’s business operations.

	Human Rights Due Diligence (HRDD)	
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Comprehensive Human Rights Due Diligence (HRDD) Mitigation/Remediation Process



	Human Rights Due Diligence (HRDD)	
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Schedule for Reviewing Assessment Issues

It is stipulated that the department responsible for conducting the Human Rights Due Diligence (HRDD) must review the details of each issue regularly to ensure they are up to date with the current situation, every 2 years, or whenever an urgent review of the issues is required, in order to submit them for approval to the Company's Board of Directors.

It shall be effective as of May 17, 2024.

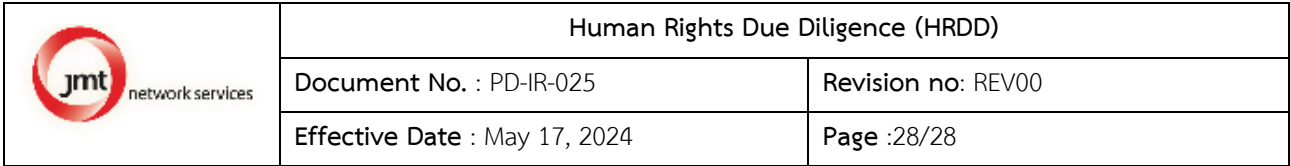


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Human Rights Due Diligence (HRDD)

Mr. Sutthirak Trichira-aporn

Chief Executive Officer



Revision History

[illegible]