



# บริษัท ทีทีซีแอล จำกัด (มหาชน) TTCL PUBLIC COMPANY LIMITED

COMPANY REGISTRATION NO. 0107551000185  
27th-30th FLOOR, SERMMIT TOWER, 159/41-44 SUKHUMVIT 21, ASOKE ROAD,  
NORTH KLONGTOEY, WATTANA, BANGKOK 10110 THAILAND  
TEL. +66 (0) 2260-8505 FAX. +66 (0) 2260-8525-6

## **Human Rights Policy**

TTCL Public Company Limited (“Company”) pays attention on respecting of human rights in line with internationally standards that is fundamental rights and has an ideology in operating business with integrity according to social responsibility principle for treating its stakeholders such as employees, business partners, clients, contractors, community and all stakeholders without discrimination. Including communicating human rights policy to subsidiaries, affiliated companies and partners for mutual acknowledgement, to be the principle of practice for operating business in the same direction with transparency and accountability.

The company has strictly and continuously complied with laws and internationally standards of human rights complying with Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP and the International labor Organization Declaration on Fundamental Principles and Rights at Work: ILO.

### **Scope of Application**

This Human Rights Policy and requirements is applicable to all activities in business value chain of the company operation both in Thailand and international as well as encourage to business partners and joint venture comply to the principles of human rights.

### **Guidelines**

The Board of Directors, Management, Employees and affiliated companies shall be involved and aware of importance of equality basis without discrimination, avoid human rights violations and avoid engaging in human rights violations committed by others complying to Thai and International laws as the details follows;

1. To create corporate culture to be an organization aiming to respect human rights according to human rights policy, and treat each other with respect and honor on equality basis to all stakeholders and vulnerable groups without considering differences in physical or mental status, race, nationality, religion, language, gender, age, skin, education, social status, culture, tradition or any other status, and performing duties carefully to avoid human rights violations.

2. To communicate human rights policy to all departments for mutual acknowledgement, set up framework along with publish to all stakeholders in business operation as well as business value chain such as; business partners, contractors etc. through communication channels are; letter, electronic media and company website in order to participate in the practice and use it as a guideline for operating business with responsibility and respect to human rights.
3. To treat employees and stakeholders with equality basis without discriminatory, fair employment, against child labour, forced labour within the company and/or in the activities of business value chain through human rights policy and company rules and regulation.
4. Continuously follow up, monitoring, analyze and access impacts of operations with human rights risks which is responsible by Human Resource and concerning departments.
5. To determine and development communication processing between the company and stakeholders (Two-way communication) to provide opportunities for employees and stakeholders to express their opinions, and report problems or complains through company's whistle blowing channel in case of an incident or action related to the violation of human rights policy. In addition, the company has an investigation process in accordance with company rules and regulation, protection of complainants and punishment according to company regulation.
6. Regularly review human rights policy.

This human rights policy has been submitted to the Chief Executive Officer for approval. It is effective from 30 May 2022 onwards.

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(Mr. Hironobu Iriya)  
President & CEO