



PTT Human Rights Statement

PTT acknowledges that the promotion of human rights is essential for carrying out the business in a responsible and sustainable manner. The company is thus committed to respect human rights across business operations, while building relationship with all stakeholders. To achieve this, PTT seeks to avoid infringing on the rights of all people affected by our operations, products or services or those of our suppliers and business partners, as well as continuously strengthening internal management system to handle and address adverse human rights impacts with which the company can be involved.

Respect for Human Rights

Our commitment and approach adhere to the International Bill of Human Rights as well as relevant international and local legislations.¹ Furthermore, we adhere to the internationally accepted standards on human rights.²

Scope of Commitment

This statement applied across all PTT's operations and deploy to PTT Group companies in accordance with the PTT Group Way of Conduct in order to ensure the alignment across PTT Group. Besides, we expect our suppliers and business partners, such as service providers, contractors, and joint ventures, along the value chain to respect and follow the principles of this statement.

Awareness Raising

We consider awareness raising including training as a key element of our human rights. We promote understanding of human rights principles among our employees, suppliers and business partners in appropriate manners. Besides, we disseminate the statement to all employees by various

1. We commit to respect the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination Against Women, the Convention against Torture and Other Cruel, the Inhuman or Degrading Treatment or Punishment, the Convention on the Rights of the Child, the Convention on the Rights of Persons with Disabilities, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UK Modern Slavery Act 2015, the Anti-Human Trafficking Act, B.E. 2551 (2008) and Amendments.

2. including the United Nations Guiding Principles on Business and Human Rights, Ten Principles of the United Nations Global Compact, OECD Guidelines for Multinational Enterprises, and International Finance Corporation (IFC) Performance Standards.

form of internal communications including training program already in place. With these manners, all employees will understand and avoid infringement of all rights, as well as foster a culture of respecting human rights.

Commitment and Human Rights Management Process

PTT commits to operate with respect to human rights of stakeholders by creating engagement with all stakeholders or their legitimate representatives³ in the development and monitoring management system and hearing approach. In addition, we engage with all stakeholders to identify and address human rights concerns or potential adverse impacts. This has enabled the company to understand the social, cultural, environmental and economic implication of our business activities. We have commitments, measures, management systems, and approaches as follow;

Human Rights of Employee in Workplace

PTT is committed to respect labour rights and working conditions by complying with local laws of the countries where the company operates and international agreements on workforce include four ILO core labour standards as set out in the Declaration on Fundamental Principles and Rights at Work which are freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of all forms of discrimination in respect to employment and occupation.

These labour rights and working conditions are covered in 'PTT Corporate Governance Ethical Standards and Code of Business Ethics Handbook', 'Quality, Security, Safety, Health, and Environment Policy (QSHE Policy)', and Compliance Policy.

We recognize that all employees have rights and freedom of association and collective bargaining through our union mechanism. To promote such rights, PTT ensure that voice of employees is heard through engagement in various channels, such as the State Enterprise Employee Union of PTT Public Company Limited, a Joint Consultant Committee, and the Committee of Safety, Occupational Health and Work Environment.

We support the elimination of all forms of forced or compulsory labour, modern slavery, and human trafficking as well as prevent all kind of child labour in all actives along supply chain.

3. Legitimate representatives are those that the affected or potentially affected stakeholders have asked to represent them. This can include (but is not limited to) community representatives, legal representatives and trade unions, community based organisations and civil society organisations.

We realize that all employees are the most valuable asset, thus we offer a fair working condition such as working hours, remuneration, wages, benefits, and other welfare which align and can be benchmarked in the industry, national standard, and international standard. Besides, to reaffirm all employees have good quality of working life, we provide a safe and healthy working environment as well as promote the protection of vulnerable group⁴ such as people with disabilities and pregnant women.

We recognize the important of diversity and therefore strive to create a workplace that is open, inclusive, and respectful for fundamental human rights regardless of age, gender, sexual orientation, appearance, culture, skill, religion, race, ethnicity, beliefs, social status, disability, or any other status reflecting on human dignity and human rights.

PTT strives to reaffirm that our suppliers and business partners respect the principles of this statement and support human rights in the workplace.

Human Rights of Society and Local Community

PTT is aware of potential impacts from project development and operation which can lead to the violation of human rights of stakeholders, including local communities. We provide the process of public engagement to create understanding and to receive feedback or suggestions from communities around our project sites and operations. The stakeholder engagement takes place before, during, and after the operation. Besides, we assess and manage the potential impacts related to the environment, health, and community's quality of life to prepare mitigation and remediation measures accordingly. In addition, PTT has implemented the Community Development and Community Relations Guidebook, which is in line with the international standards related to the rights of local communities such as Free, Prior and Informed Consent (FPIC) commitment and IFC performance standards 7 (IFC PS 7).

PTT also recognizes the importance of the relationship between indigenous peoples and land and water resources, which is one of the most sensitive community rights issues. As a result, we uphold the UN Declaration on the Rights of Indigenous Peoples. Thus, in any cases where our business activities affect indigenous peoples, PTT's approach is to continue seeking the support and agreement of indigenous peoples through mutually agreed, transparent and culturally appropriate consultation and impact management processes. In addition, the company provides communities with accessible grievance mechanisms through community visit, hotline and community relation

4. Vulnerable group included children, women, elderly and persons with disabilities

activities with a view to ensuring that all voices of communities are taken into our account with our best to address them.

We also support the principles of security and human rights in accordance to PTT Group Security Management Standard and Security Policy, which is in line with the Voluntary Principles on Security and Human Rights. The company imposes strict controls on the use of excessive force in its sites as possible. In addition, the company promotes understanding and implementation of the Group Security Management Standard as part of human rights training for relevant employees, including security personnel. The company also extends the principles in the Group Security Standard to its business partners to comply with a view to avoiding security arrangements at PTT sites contributing to human rights harm, including through misuse of our equipment and facilities. PTT will continue work to optimize the benefits and reduce the negative impacts of our business activities, for both local communities and the countries in which we operate.

Human Rights with Suppliers and Business Partners

PTT expects to work with suppliers, business partners, and other entities who have contractual obligation with PTT to respect human rights and operate their business with fair, transparent, ethical, and good corporate governance, in compliance with the Supplier Code of Conduct, relevant international, and local legislations.

We engage our suppliers to promote the importance of human rights including modern slavery and human trafficking throughout our supply chain. For the selection, we screen potential suppliers to ensure they have approaches to respect human rights in place. We also monitors its key suppliers via supplier/contractor visits, sustainability assessments, and quality and sustainability audits on site. In any case where human rights abuses are observed, measures are taken, we expect our suppliers to have processes in place to remediate those human rights abuses they cause or contribute to, and will cooperate with them in appropriate manners.

For these reasons, we will continuously improve our human rights management system and embed the responsibility to respect human rights in all business functions. Furthermore, we commit to actively engage with all stakeholder as well as communicate, and report our human rights performance transparently via appropriate channel such as website.

Human Rights Due Diligence

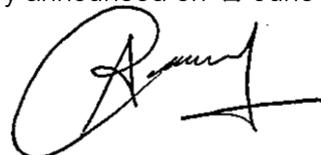
PTT is committed to conduct human rights due diligence to identify and address any actual or potential adverse impacts in order to prevent, mitigate, and manage those impacts, while raising awareness for employees, suppliers, and business partners. This includes context and boundaries determination, human rights issues identification, potential opportunities and adverse impacts assessment, control and mitigation measures implementation, and monitoring of the process effectiveness.

Grievance Mechanism and Remediation

PTT is committed to ensure that all affected stakeholders have accessibility to grievance mechanism and remediation. The grievance mechanisms, both internal and external as well as operational and organization level channels such as call center, are available to ensure accessibility of all stakeholders and ensure the process that addresses all kinds of grievances, which also include human rights grievances, as well as the potentially affected stakeholders' concerns and recommendations. Besides, we support all stakeholder to reflect their opinions, report problems, and raise any misconduct or non-compliance through our whistleblowing process, which will kept all information confidentially. These enhance our opportunities to detect and investigate potential and actual human rights impact and take appropriate action.

In case that the protection and remediation processes cannot accommodate initial solution, PTT will designate the mechanism on protection and remediation through grievance mechanism in the form of a tripartite taskforce. The taskforce consists of representatives from stakeholders including representative from local administration bodies, community leaders and relevant government agencies. This is to ensure that the case is properly and effectively managed, for the satisfaction of all parties. Besides, we do not prevent or obstruct access to state-based judicial processes of affected stakeholders, their legitimate representative, or rights defender, and will cooperate with any such mechanism with faithfulness.

Hereby announced on 2 June 2021



(Mr. Auttapol Rerkpiboon)

President and Chief Executive Officer