



## PTT Human Rights Statement

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

This Human Rights Statement applies across all Group operations and business partners including contractors, suppliers, agents and service providers. The company also expects its joint ventures partners and non-controlled companies to uphold the principles in this statement within their businesses.

Our human rights principles and management is guided by the International Bill of Human Rights and relevant international and local legislations, comprising:

- United Nations Universal Declaration of Human Rights (UDHR);
- International Covenant on Civil and Political Rights (ICCPR);
- International Covenant on Economic, Social and Cultural Rights (ICESC);
- 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, 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 Convention for the Protection of All Persons from Enforced Disappearance;
- International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work;

- UK Modern Slavery Act 2015;
- Anti-Human Trafficking Act B.E. 2551 and its amendments

In addition, PTT adheres to the expectations of companies expressed in other internationally accepted standards on human rights, including:

- United Nations Guiding Principles for Business and Human Rights;
- Ten Principles of the UN Global Compact;
- OECD guidelines for multinational enterprises; and
- International Finance Corporation (IFC) Performance Standards.

PTT engages with its stakeholders to identify and address human rights concerns. This has enabled the company to understand the social, cultural, environmental and economic implications of our business activities. We have a strong focus on human rights of following groups of stakeholders.

### **Employees**

PTT is committed to respect labor rights and working conditions by complying with local laws of the countries where the company operates and international agreements on workforce. These labor rights and working conditions are covered in PTT's Corporate Governance, Ethical Standards and Code of Business Ethics, Quality, Safety, Health and Environment Policy, Compliance Policy and include ILO core labor standards such as freedom of association, non - discrimination, the prohibition of child labor and forced labor.

PTT values diversity and therefore strives to create a workplace that is open, inclusive and respectful of fundamental human rights regardless of age, gender, sexual orientation, culture, ability, religion, race, ethnicity, or beliefs as the company believes that everyone should be treated equally and with respect. Furthermore, PTT recognizes that employees have rights to choose whether to belong to a union and to seek to bargain collectively. To promote such rights, PTT ensures that voice of employees is heard through engagement in different channels, such as the State Enterprise Employees Union of PTT Public Company Limited, a Joint Consultant Committee and the Committee of Safety, Occupational Health and Work Environment.

## **Local communities**

PTT is aware of potential impact may cause by its operation and thus leads to violation of human rights of some particular groups in local communities. The company assesses the potential environmental, health and community impacts of its operations, and has community feedback procedures in place to enable people living close to our operations to raise concerns about the impacts of our activities and remedy any issues.

PTT follows international standards related to rights of local communities such as Free, Prior and Informed Consent (FPIC) commitment and IFC performance standards 7 (IFC PS 7). PTT also has its own Community Development and Community Relations Guidebook, which is in line with the above-mentioned standards. The company also acknowledges and respects indigenous peoples' connections to lands and waters, consistent with the UN Declaration on the Rights of Indigenous Peoples. 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 activities with a view to ensuring that all voices of communities are taken into our account with our best to address them.

PTT also supports principles of security and human rights to be guided by PTT Group Security Management Standard and Security Policy and 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.

### **Business partners and their employees**

PTT seeks to work with contractors and suppliers who contribute to sustainable development and are economically, environmentally and socially responsible. The company engages its supplier community, in line with our supplier governance policies and processes to promote and support the importance of human rights including modern slavery and human trafficking throughout our supply chain. For the selection, PTT screens potential suppliers to ensure they have approaches to respect human rights in place. The company 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. PTT expects its suppliers to have processes in place to remediate those human rights abuses they cause or contribute to.

Consequently, PTT will continuously improve in these three focus areas and further embed the responsibility to respect human rights in all business functions. As part of this responsibility, PTT is also committed to actively engage with affected stakeholders in remediating any adverse impact that the company have caused or contributed to. Investigation and resolution will be taken where appropriate based on fair and equal treatment. PTT will communicate and report its human rights performance transparently on its website and sustainability report.

Hereby announced on 23 August 2019



(Mr. Chansin Treenuchagron)

President and Chief Executive Officer