

Announcement No. 2/2021

Subject: Human Rights Policy

The Erawan Group Public Company Limited and Affiliated Company

Introduction

The Erawan Group Public Company Limited and Affiliated Company or “ERW” recognizes that all human beings are equal in dignity and rights. Therefore, respects human rights as the fundamental virtue for working and living together. ERW’s core values or “ERAWAN'S SPICE” and corporate culture or “CLIENT” as part of desired behaviors in the organization. This creates confidence that the way of doing business and employees’ practices are based on the principle of reciprocal respect for an individual’s honor and dignity.

ERW upholds and respects human rights as reflected in The Universal Declaration of Human Rights (UDHR), The United Nations Global Compact (UNGC), The United Nations Guiding Principles on Business and Human Rights (UNGPR) and The International Labor Organization’s Declaration on Fundamental Principles and Rights at Work (ILO). The Company’s commitment to respecting human rights is derived from continuous efforts in running the business ethically and responsibly.

Scope

Scope of policy covers activities in business operations of The Erawan Group Public Company Limited and Affiliated Company in Thailand and overseas. The objective of policy also encourages business partners in business value chain, contractors, suppliers, and also including other stakeholders to acknowledge the policy and operate their business in the same direction.

Definition Terms in the Human Rights Policy

Human Rights are rights inherent to all human beings, regardless of physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status as stipulated by laws of each country and treaty each country has commitment to. Human rights include the rights to life and liberty, freedom of expression and association, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

The Company means The Erawan Group Public Company Limited and Affiliated Company

Employee means Employees at all levels of the Company

Guidelines

To promote respect for human rights throughout the organization as well as to build confidence that all employees and stakeholders are entitled to fair treatment, protection and respect for fundamental rights equally and fairly, the Company commits to the following practices;

1. Strictly comply with the Company's rules and regulations, including related local and international laws.
2. Everyone shall pay respect to human rights and treat each other with respect and honor on equality basis without considering differences in physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, tradition or any other status.
3. Regularly monitor and assess risks and impacts on human rights as well as providing appropriate risk management guidelines or control measures, of which all business units are in charge to ensure that risk management is fully implemented in their areas of responsibility.
4. Foster proactive two-way communication amongst employees to promote greater awareness, knowledge and understanding of their role in respecting human rights, introducing grievance mechanisms for employees and stakeholders to raise concerns, make complaints or identify adverse human rights impacts in case of human rights violations as stipulated in ERW Whistleblowing form.
5. Establish procedures for investigating allegations of human rights abuses and violations upon receiving grievance reports from employees and/or stakeholders, as well as report to top management to pursue effective solutions to mitigate any adverse human rights impacts.
6. Communicate and disseminate policy and guiding principles to Business Partners to serve as guidelines for preventing involvement in human rights violations.
7. Promote ethical business conduct amongst Business Partners to build a culture of reciprocal respect and enhance competitiveness in a sustainable manner. In this regard, the Company's commitment to respect human rights has been explicitly reflected through the key corporate management as follows:
 - 7.1 Good Corporate Governance
 - 7.2 Sustainability Management and Development
 - 7.3 Employment and Labor Management
 - 7.4 Diversity and Inclusion Management
 - 7.5 SHE: Safety, Health and Environment Management
8. Any person who violates the human rights which is also acting against ERW Code of Conduct shall be considered disciplinary penalty as defined by ERW and may be subject to legal punishment if the act is against the law.

This policy implementation is consistent with the intent of the Company to employees are treated with fairness, dignity, respect and equal opportunity along with ensuring community and social responsibility on the basis of safety and good quality of life. This includes encouraging Business Partners to grow responsibly together and respect the fundamental human rights of all stakeholders equally in accordance with the international practice for corporate social responsibility towards sustainable growth.

Announcement date: September 1, 2021



(Mr. Petch Krainukul)

President