

CENTRALPATTANA

Respect for Law and Human Rights Policy

Central Pattana Public Company Limited

1. Introduction

Central Pattana Public Company Limited and its subsidiaries (the "Company") recognize that respect for human rights is fundamental to sustainable business performance. Upholding human rights is not only a legal obligation but also a core driver of long-term value for all stakeholders. Inadequate human rights practices can undermine the Company's reputation, credibility and sustainability, while also contributing to broader social and environmental harm. The Company understands that today's business environment brings increasing challenges from rising stakeholder expectations and evolving regulatory requirements and international standards to potential human rights risks along the value chain. In this context, it is essential to establish this Policy to provide clear guidelines for the organization and to ensure that employees, suppliers and business partners uphold the same standards.

To prevent risks and mitigate potential adverse impacts, this Policy is guided by internationally recognized frameworks and standards, such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the ILO Core Labour Standards, as well as applicable domestic and international laws and regulations. This reflects the Company's commitment to transparency, good governance and long-term value creation for stakeholders, while addressing human rights risks throughout its operations and value chain.

2. Scope

This Policy applies to all Company personnel, including directors, executives and employees at all levels, as well as suppliers, business partners and subcontractors who conduct business or perform work on behalf of the Company. It covers operations in both Thailand and overseas, and requires all relevant parties to strictly comply with applicable laws, regulations and national and international human rights standards, in addition to the Company's practices.

The scope of this Policy also extends to all activities carried out within the organization and across the value chain, to ensure that operations are free from any form of human rights violations, such as forced labour, child labour, workplace discrimination or any actions that negatively impact the safety and dignity of employees and stakeholders.

In addition, the Company is committed to encouraging its suppliers and business partners to adopt internationally recognized human rights practices within their own operations, to drive sustainability across all areas of the value chain.

3. Objectives

- To establish operating guidelines that comply with applicable laws, regulations and internationally recognized standards and practices, in order to prevent all forms of human rights violations across the organization and throughout the value chain
- To foster a safe and fair working environment, free from discrimination, harassment or any actions that undermine personal dignity or safety
- To promote responsible business conduct that considers all stakeholder groups
- To manage and reduce risks that may arise from the Company's operations and those of its business partners, in order to protect the Company's reputation, credibility and long-term sustainability
- To encourage suppliers and business partners to apply human rights principles in their operations, helping to build a value chain that respects legal and human rights obligations in all dimensions
- To build the trust of shareholders, customers, communities and all stakeholder groups by demonstrating that the Company operates with transparency, fairness and a strong commitment to human rights

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4. Roles and Responsibilities

To ensure the effective, transparent and internationally aligned implementation of this Policy, the Company has defined the roles and responsibilities of relevant functions and individuals as follows:

4.1 Board of Directors

- Oversee and approve this Policy to ensure alignment with the Company's governance principles, sustainability goals and business strategy
- Review this Policy at least annually, or when there are changes to applicable laws, regulations or relevant international standards
- Review and monitor human rights performance through management reports to ensure the Company operates in accordance with established policies and standards

4.2 Senior Management

- Support the effective implementation of this Policy by allocating appropriate resources, including personnel, budget and technology, to prevent human rights risks
- Oversee and coordinate with relevant functions to ensure human rights practices align with the Company's objectives and strategy
- Monitor and report on performance and human rights-related issues, such as complaints or potential risks, to the Board on a regular basis
- Promote the development of new practices to advance human rights standards across the organization and throughout the value chain

4.3 Relevant Functions

- Establish processes and practices that align with this Policy to ensure respect for human rights is upheld throughout all stages of operations
- Regularly assess and monitor human rights risks, and address related issues or complaints to prevent negative impacts
- Conduct training and activities to strengthen understanding of this Policy among employees, suppliers and other relevant parties
- Report progress and recommendations on human rights matters to senior management to support effective operations

4.4 Employees

- Comply strictly with this Policy, respect the law, and treat colleagues, suppliers and customers fairly
- Report any behaviors or situations that may involve human rights violations to a supervisor or relevant function, and cooperate in any related investigations or evaluations
- Support communication and conduct that promote trust and respect for human rights, and ensure information shared is accurate and transparent
- Participate in training and activities organized by the Company to enhance knowledge and skills related to human rights, and apply this knowledge effectively in their work

5. Policy and Practices

- 5.1) Central Pattana is committed to conducting comprehensive human rights due diligence to identify and assess potential risks across its operations and supply chain, and to establishing mitigation and remediation measures to address issues in a timely manner.
- 5.2) All personnel must have a thorough understanding of, and fully comply with, laws and regulations relevant to their roles and responsibilities, to prevent legal violations at every stage of operations.
- 5.3) The Company is dedicated to fostering a safe, fair and inclusive workplace, free from discrimination based on gender, race, age, religion, disability or social status.

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- 5.4) The Company is committed to ensuring that its operations do not cause or contribute to any adverse human rights impacts, such as forced labour and child labour. It is also committed to treating employees, suppliers and communities fairly and without discrimination.
- 5.5) The Company is committed to protecting and supporting vulnerable groups, such as women, children, people with disabilities and minorities, by promoting equity and ensuring fair access to opportunities across all areas of its operations.
- 5.6) The Company complies with the Persons with Disabilities Empowerment Act B.E. 2550 (2007) by employing people with disabilities under Section 33 and supporting alternative forms of employment under Section 35, in a comprehensive and continuous manner, to promote the right to work in line with human rights and non-discrimination principles. The Company also remains committed to advancing economic inclusion for other vulnerable groups, enabling their meaningful participation in driving its long-term sustainability.
- 5.7) The Company encourages its suppliers and business partners to operate in accordance with the Company's human rights practices, and monitors and evaluates their performance to ensure compliance with the established standards.
- 5.8) The Company provides safe and transparent channels for stakeholders to report human rights concerns or file complaints, and takes appropriate action to resolve and remedy issues fairly, with consideration for fairness and the satisfaction of those affected.
- 5.9) The Company encourages employees at all levels to play importance role in promoting respect for human rights by offering development programs and awareness activities, and by encouraging participation in human rights-related initiatives.
- 5.10) The Company recognizes the importance of emerging human rights issues, such as digital rights and privacy, and has in place measures to prevent violations and protect stakeholder rights in the face of rapid technological change.
- 5.11) The Company is committed to reporting regularly and transparently on its human rights performance to keep stakeholders informed, including progress made, corrective actions taken and future plans for improvement
- 5.12) The Company is committed to regularly monitoring and evaluating its human rights performance to ensure compliance with this Policy and related practices, and to updating its approach in line with changing conditions and evolving requirements.

6. Training

The Company is committed to promoting understanding and compliance with this Policy across all parts of the organization. This includes guidelines on upholding human rights principles, preventing rights violations and supporting diversity and equity in the workplace. The Company communicates this Policy through a range of channels, such as meetings, classroom training and e-learning courses, handbooks, information materials, and communication tools including posters, social media content, short videos, games, awareness campaigns, or integration into other Company activities. These efforts aim to ensure that employees and relevant parties can easily access and apply the information effectively in their work and business practices.

7. Complaints and Whistleblowing

The Company provides all employees, suppliers and stakeholders to raise complaints or report conduct that may be inconsistent with this Policy. All reports will be handled in accordance with the Company's Whistleblowing Policy, which prioritizes the protection of the rights, safety and confidentiality of complainants, and ensures there are no adverse consequences of any kind. The Company is committed to transparency and accountability, and to fostering an organizational culture that respects and upholds human rights.

8. Disciplinary Action

The Company places strong emphasis on strict compliance with this Policy. All relevant employees are required to fully cooperate in any review or investigation of potential policy breaches. Where non-compliance is identified, the Company will take appropriate action, which may include formal warnings, disciplinary measures or legal proceedings, in accordance with established procedures. These actions are intended to uphold a business standard that respects human rights and to foster a sustainable organizational culture.

9. Policy Review and Update

The Company reviews and updates this Policy at least annually, or changes in applicable laws, regulations or relevant circumstances occur, to ensure it remains aligned with the evolving context. The Company is also committed to continuously improving the Policy and related practices to strengthen human rights protections and support long-term stakeholder trust.

This Policy is effective from May 2, 2025 onward.