



Human Rights Policy
TQR Public Company Limited

Human Rights Policy

TQR Public Company Limited ("the Company") acknowledges and prioritizes the promotion and protection of human rights both within and outside the organization. The Company integrates these principles with ethical standards and good governance, ensuring that its business operations comply with human rights standards, as defined by the United Nations Guiding Principles on Business and Human Rights (UNGP). This policy is aligned with the Company's sustainable development strategy to guarantee operations are free from human rights violations.

Definitions

Human Rights: Fundamental rights, liberties, and dignity inherent to all individuals by birth. These include equality and freedom from discrimination based on race, religion, gender, skin color, language, ethnicity, or any other status as prescribed by each country's legal framework (Source: National Human Rights Commission).

Guidelines

1. Promote and respect human rights by ensuring mutual dignity and equality for all employees, business partners, and stakeholders, regardless of physical, mental, or cultural differences, including but not limited to religion, nationality, gender, language, age, social status, and customs.
2. Provide knowledge and understanding regarding human rights principles to employees, suppliers, contractors, and joint ventures. Encourage ethical business practices that respect human rights in accordance with this policy. This includes prohibiting the use of child labor below the legally defined age and avoiding forced labor in the Company's operations and supply chain.
3. Encourage employees to exercise their legal rights as citizens, as outlined in the Constitution and relevant laws.

4. Continuously develop and implement due diligence processes to identify, assess, and mitigate human rights risks and impacts. Establish preventive measures and remediation plans, including follow-ups, to address any violations effectively.
5. Ensure compliance with personal data protection policies for employees, customers, and partners. Disclosure or transfer of personal information shall only occur with consent or as permitted by the Company's regulations or applicable laws.
6. Develop accessible channels for reporting human rights violations. Protect and ensure fairness for individuals who report such violations.
7. Foster and maintain an organizational culture that upholds the principles of this Human Rights Policy. Refrain from supporting any activities that violate fundamental human rights.

Any human rights violation is considered a breach of the Company's ethical standards and will result in disciplinary action as per Company regulations. Violators may also face legal penalties if their actions contravene the law.

The Human Rights Policy will be reviewed at least annually to ensure it remains relevant and suitable for the Company's current business environment.

This policy is reviewed and effective from October 3, 2024 onwards.

Note : Approved by the resolution of the Board of Directors' Meeting No. 5/2024 on October 3, 2024.

Signed by:

Chanaphan Piriyaphan
Chief Executive Officer