

HUMAN RIGHTS POLICY





Human Rights Policy

Univentures Public Company Limited (“the Company”) and its subsidiaries (collectively called “UV Group”) to conduct business with morality, adhere to social responsibility and stakeholders in accordance with the principles of good corporate governance and code of business ethics of UV Group. UV Group realizes the importance of and respects human rights which is the fundamental virtue of work and coexistence in society by complied with the law and conducts business with respect for human rights in accordance with relevant international principles, including the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work (ILO).

1. Objectives

This Human Rights Policy is established as a guideline for conducting business with respect to human rights according to international principles by treating stakeholders with equality and fairness, adhere to the principle of respect for labor and human rights to prevent human rights violations in all activities of UV Group and the business value chain.

2. Scope

This Human Rights Policy applies to the business and activities of UV Group in which the Company has the power or is involved in the management, which is the business of the Company, its subsidiaries, and joint ventures. It also expects and encourages business partners that UV Group does not have management power, such as associates, contractors, suppliers and other related parties, will support and apply this policy to conducting business together appropriately.

3. Relevant definitions

Human rights* means human dignity, basic innate rights and freedoms and equality not to be discriminated against on the basis of race, religion, sex, skin color, language or any other state in accordance with the laws and treaties to which the country is obliged to comply.

4. Policy and Guidelines of Human rights

The Board of Directors, executives and employees of UV Group must recognize and respect the human rights of all persons, as well as society and community according to the laws and treaties that the country has an obligation to follow with the following policies and guidelines:

* Source from <https://www.setsustainability.com/page/business-and-human-rights> of the Stock Exchange of Thailand which the above definition references from the National Human Rights Commission



- (1) Requiring directors, executives and employees to respect human rights, treat each other with respect, honor each other and treat each other equally, free from discrimination or limitation of the rights of people, society and community that are different without distinguishing between physical, mental, nationality, country of origin, race, religion, sex, language, age, skin color, education, social status, culture, customs or any other matter.
- (2) Determine that directors, executives and employees are prudent in performing their duties and overseeing respect of human rights to prevent the risk of human rights violation in the business operation of UV Group.
- (3) Requiring directors, executives and employees not to neglect or be ignored when witnessing an action that is considered to be a human rights violation related to UV Group which must be reported to the supervisor or the person in charge and cooperate in investigating facts, including fairness and protection to the person who complains or informs about human rights violations related to UV Group by taking measures to protect the whistleblower as a guideline for the protection of whistleblowers or complaints and those who cooperate in investigation. Directors, executives and employees who violate human rights, this is an act contrary to the principles of corporate governance and code of business ethics of UV Group. They must be considered disciplinary in accordance with the regulations of UV Group and/or may be subject to legal penalties if the action is illegal.
- (4) Establish a human right due diligence process with audits of the operating activities of UV Group both inside and outside the organization in all aspects of the business value chain to identify human rights risks and identify those affected. Make plans or solutions and prevent them as well as review and follow up on the problem management and solving, including establish procedures or measures to restore, remedy or compensate appropriate in the event of human rights violations.
- (5) Support and instill in UV Group to adhere to respect for human rights by supporting or promoting various actions to protect human rights as well as communicate and support those involved in UV Group's business operations such as suppliers, contractors, joint ventures, etc., to conduct business with integrity, respect for human rights and treat everyone equally and fairly. UV Group has a policy not to engage in transactions with companies that violate human rights, especially the violation of fundamental rights, races, women, children, the disabled, etc.
- (6) Treat employees fairly in terms of employment, work compensation, welfare, development and training. Consideration for promotion, the determination of discipline, penalties and termination is determined on the basis of performance more than individual personality. As well as provide a work environment that respects and recognizes the dignity of the person by ensuring that there is no threat, harassment, abuse of child labor and forced labor in all cases.
- (7) Respect the rights and importance of maintaining the privacy of customers by providing a system to keep customer information safe and have customer confidentiality measures. Do not use the information for own benefit or others without the consent of the customer or unlawfully.



- (8) To focus on conducting business that is responsible for the community, society and environment by strictly obeying the environmental law, regulations and requirements that are related to the business operations of UV Group. Along with respect the rights and treating all groups of stakeholders appropriately and fairly to prevent human rights violations of stakeholders.
- (9) Commit to creating and maintaining an organizational culture adhering to respect for human rights in accordance with this policy.

5. Review of Human Rights Policy

The Sustainability and Risk Management Committee is required to review this Human Rights Policy annually and to propose to the Board of Directors for approval if there is any revision or change of this policy.

This Human Rights Policy approved by the Board of Directors at the Board of Directors' meeting No.4/2020-2021 on 7 May 2021, effective from 10 May 2021 onwards.