



Human Rights Policy

As an integral part of our values to be an energy partner of choice to all stakeholders, PTTEP bases our principles around the respect on fundamental human rights and seeks to uphold our belief by respecting local laws, cultures, customs, and values in dealing with employees and those affected by our business execution worldwide equally with dignity, fairness and respect. We expect our employees, business partners, suppliers and contractors to commit to respecting human rights, and to conduct their business in an ethical manner and not complicit in human rights abuses. Henceforth, PTTEP is committed to prohibiting the use of child labor, forced labor and human trafficking, as well as having zero tolerance for discriminatory actions and all forms of harassments (i.e. sexual and non-sexual harassment). PTTEP is also committed to respecting human rights associated with the freedom of association, the right to collective bargaining, equal remuneration, fair working condition, health and safety and data privacy of all relevant parties under PTTEP's operational control.

In line with our commitment, our approach to the management of human rights is outlined as follows:

- **Respect the rights of individuals and human beings** as outlined in the UN Universal Declaration of Human Rights and its corresponding covenants, where applicable to business including the international principles relating to labor practices and supporting the UN Declaration on the Rights of Indigenous Peoples, the UN Global Compact, UN Guiding Principles on Business and Human Rights, Voluntary Principles on Security and Human Rights and International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO), etc.
- **Identify human rights risks**, as part of PTTEP human rights due diligence, to manage potential issues and impacts through conducting risk assessments, which undergo a systematic periodic review, in the aspect of own operations, and our business activities, as well as in joint ventures and in new business relations (i.e. mergers, acquisitions). This includes employees, communities, vulnerable groups, customers, supply chain, security and environment to ensure no human rights violation associated with human trafficking, child labor, forced labor, discrimination and harassment, fair working condition, health and safety and right to privacy as well as other issues as stated in the International Finance Corporation (IFC) Guide to Human Rights Impact Assessment and Management (HRIAM). The risk assessment also covers at-risk groups consisting of own employees, women, children, indigenous people, migrant workers, third-party employees, local communities, underprivileged people, LGBTQI+, and elderly.
- **Good management practices** are conducted and reinforced throughout all functional levels to ensure effective safeguards against identified risks. As an integral part of our human rights management in supply chain, PTTEP shall take all necessary steps to ensure that our suppliers and contractors are aware of and align with our human rights requirements stated in PTTEP Vendor Sustainable Code of Conduct.
- **Human rights compliance assurance** is conducted to ensure that workforce understands, implements and complies with identified requirements, process, and risk mitigations effectively through an operational-level grievance mechanisms including auditing.

- **Transparency is a milestone in our human rights management**, and we commit to ensuring that our stakeholders are informed of the various issues that may arise from our activities including upholding the Principle of Free, Prior Informed Consent in the management of indigenous peoples.

The Policy is applied to all PTTEP's own operations (all employees, direct activities, products and services). Likewise, PTTEP will use our best efforts to have third parties such as Suppliers & Contractors and Business Partners commit to the same values and principles as those in our policy.



(Mr. Montri Rawanchaikul)
Chief Executive Officer
20 January 2023