

## Human Rights Policy : 1<sup>st</sup> Revision

SCG aims to conduct business with ethics holding on to responsibility to society and all groups of stakeholders based on Good Corporate Governance principle and SCG Code of Conduct. For human rights protection, SCG has strictly complied with laws and international standards especially giving support to and complying with Universal Declaration of Human Rights: UDHR, United Nations Global Compact: UNGC, United Nations Guiding Principles on Business and Human Rights: UNGP and the International Labor Organization Declaration on Fundamental Principles and Rights at Work: ILO.

To ensure that SCG's business is free from human rights violation, the Board of Directors of The Siam Cement Public Company Limited considers, therefore, it is appropriate to define the Human Rights Policy and Guidelines to prevent violation of human rights in every activity of SCG's business (direct activity) including business partner in business value chain and joint venture.

### Scope of Application

This Human Rights Policy is applicable to all activities of SCG (employees, direct business activities, products and services) where SCG has management control such as own operations, companies 100% owned by SCG, subsidiaries and joint ventures.

SCG expects business partners, such as associate companies or other investments where SCG does not have overall control, as well as contractors, suppliers and others to uphold and comply with this Policy.

### 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 from slavery and torture, freedom of expression and association, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

“SCG” means the Siam Cement Public Company Limited and subsidiaries of the Siam Cement Public Company Limited based on consolidated financial statements.

## Human Rights Policy

The Board of Directors, executives, management and employees at all level shall be aware of importance of, respect human rights of every aspect of everyone including social and community, laws of each country and treaty each country is committed to and:

- treat everyone following human rights principle on equal basis without discrimination,
- avoid any act considered violation of human rights,
- support human rights protection,
- support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any stakeholders or business partner in the business value chain including supplier, contractor and those in the joint venture to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.

## Guidelines

1. 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.
2. Care must be taken when performing duty to prevent any risks in human rights violation in business. Everyone shall monitor and provide any support to protect human rights.
3. Everyone shall support actions to protect human rights.
4. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to any stakeholders or business partner in the business value chain including supplier, contractor and those in the joint venture to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.
5. Everyone shall monitor and provide any support to protect human rights. They shall monitor human rights respect, not ignore or pay attention when finding any action matching human rights violation relating to SCG. Report must be made to supervisor or people of responsibility on this issue. Such person shall give cooperation to any inquiry or investigation of truth. In case of any doubt or question, such person shall consult his supervisor or people of responsibility via the assigned channels.

6. SCG shall fairly treat and protect any whistleblower who reports a violation of the human rights of an individual related to SCG by implementing whistleblower protection measures to protect all whistleblowers and informants involved as stipulated in SCG Whistleblower Protection Policy.
7. SCG shall continuously develop and conduct a Due Diligence Process to identify human rights risks and impacts and potentially affected stakeholders, plan for corrective and preventive actions on addressing, preventing, and managing human rights violations, and to track and monitor the situation. Also, appropriate mitigation plan shall be set for human rights violation case.
8. SCG shall track and monitor the performance on human rights management following tracking and monitoring processes, including a provision of support and cooperation in the remediation of negative human rights impacts the company has caused or contributed to.
9. SCG is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.
10. Any person who violates the human rights which is also acting against SCG Code of Conduct shall be considered disciplinary penalty as defined by SCG and may be subject to legal punishment if the act is against the law.

Approved by the Board of Directors Meeting on April 29, 2020.

The Siam Cement Public Company Limited



(Roongrote Rangsiyopash)

President & CEO