

LABOUR ISSUES MANAGEMENT & RESPONSE

Approach to Managing and Responding to Labour Issues

The Company is committed to respecting labour rights and human rights, while preventing and managing labour issues in a fair and transparent manner and in compliance with applicable laws and labour standards.

Key Labour Issues

01

Child Labour

Verify age prior to employment and do not employ or support child labour in violation of applicable laws.

02

Forced Labour

Do not use involuntary labour, detain workers, withhold personal documents, threaten or harass workers, or restrict freedom.

03

Employee Participation

Provide opportunities for employees and the Welfare Committee to communicate, express opinions, and engage in dialogue and negotiation.

04

Working Hours

Define working hours and manage overtime within legal requirements, while taking employees' voluntary consent into account.

05

Adequate Compensation for Living

Administer compensation fairly, not below the statutory minimum wage, and consider its adequacy for employees' living needs.

MANAGEMENT & RESPONSE PROCESS

A systematic approach to preventing, communicating, receiving, resolving, and monitoring labour issues.

01	Prevent and Establish Measures <i>Prevention & Management</i>	Establish labour practices covering employment, compensation, working hours, freedom of association, and the protection of labour rights to prevent labour-related risks at source.
02	Communicate and Enable Participation <i>Communication & Engagement</i>	Communicate relevant information to employees and provide opportunities for employees, the Welfare Committee, and relevant parties to express opinions, provide suggestions, or report labour and human rights issues through channels designated by the Company.
03	Receive and Assess Issues <i>Report & Assessment</i>	Upon receiving complaints or suggestions, or identifying an issue that may relate to labour rights, the Company reviews the facts and proceeds through the relevant processes or channels, with due consideration for fairness to all parties involved.
04	Take Corrective and Preventive Action <i>Corrective & Preventive Action</i>	Address identified issues in accordance with applicable laws, regulations, and Company practices, while considering preventive measures to avoid recurrence.
05	Monitor, Review and Improve <i>Monitoring & Improvement</i>	Regularly monitor compliance with labour practices and review or improve relevant approaches as appropriate.

Reference Human Resources Management Practices, Ratch Pathana Energy Public Company Limited and Subsidiaries