

Human Rights Policy

BlueVenture Group Public Company Limited (“Company”) and its affiliated companies conduct business according to good governance principles, placing importance on equal treatment of all stakeholders. No actions that violate the rights of any stakeholders are undertaken, adhering to the principles of human rights, giving importance to the value of life, body, and property, and also ensuring the quality of life of employees so that they find happiness in their work.

Definitions

"Human Rights" refers to the dignity of being human, fundamental rights and freedoms that are inherent and the equality that should not be discriminated against for reasons of race, religion, sex, skin color, language, ethnicity, or any other status. (Source: National Human Rights Commission of Thailand)

Policy and Practice

Human rights are essential principles and fundamental rights that should be protected, recognized, or safeguarded, whether it is about rights, freedom, or equality. Therefore, the Company has announced the use of a policy of respecting human rights and practices for executives and employees in the group of company, and business partners. This policy of respecting human rights will be in line with the Constitution of the Kingdom of Thailand, the Universal Declaration of Human Rights of the United Nations, the UN Guiding Principles on Business and Human Rights (UNGP), the UN Global Compact Guide to Develop a Policy, and the ILO Declaration on Fundamental Principles and Rights at Work.

The Company adheres to the essential principles of the United Nations Guiding Principles on Business and Human Rights (UNGP), which consist of 3 main pillars, as follows:

Pillar 1: Protecting Human Rights (Protect) - This means that the government has the duty to protect against human rights violations related to business activities, whether from state-owned organizations or business sector entities.

Pillar 2: Respecting Human Rights (Respect) - This means that persons and organizations conducting business, regardless of the type or size, must take responsibility to respect human rights.

Pillar 3: Remedy - This refers to rectification, rehabilitation, and compensation when there are impacts or violations of human rights resulting from business activities. Both the government and business sectors must have effective mechanisms for remediation.

The Company commits and applies these principles in conducting business in accordance with Pillar 2 and Pillar 3.

This is to ensure that the Company operates without violating human rights towards employees, business partners, stakeholders, and throughout the entire value chain. This includes creatively implementing a policy of respecting human rights, as follows:

Respecting Human Rights (Respect)

In terms of respecting freedom and non-discrimination:

- (1) Respect and comply with the law according to human rights principles, treating everyone equally, with mutual respect, without discrimination based on differences in race, origin, religion, culture, beliefs, gender, skin color, language, disability, social status, or any other status towards all stakeholders in all areas where the Company operates.
- (2) การแสดงตนในลักษณะข่มเหงรังแกผู้อื่น เป็นต้น Honor and respect individual dignity by thinking, speaking, and acting kindly, such as having empathy, being open-minded, listening sincerely, assisting one another, and refraining from physical or verbal actions that are derogatory to human dignity, such as slander, using impolite language, offensive speech, creating false news, or exaggerating facts that harm others, and intimidating others, etc.
- (3) Support and promote human rights among all stakeholders in all forms, with participation, respect, and adherence to human rights principles carefully, and avoiding actions that violate human rights, directly or indirectly, towards all stakeholders.
- (4) Communicate, disseminate, provide knowledge and understanding to employees and all stakeholders, along with supporting partners and collaborators, to participate in conducting business with respect and compliance with human rights principles equitably.
- (5) Monitor and attend to respecting human rights, not neglecting or ignoring when witnessing violations related to any aspect of the Company, report to superiors or notify the designated channels according to governance policies, compliance with good governance principles, and policies for the protection and fairness of whistleblowers (Whistle-blowing Policy).

In terms of employment, work practices, and labor rights:

- (1) The Company follows a hiring and recruitment process in accordance with the policies that are determined with fairness and equality, without discrimination based on gender, race, religion, disability, and social status. All company employees are hired under terms and conditions consistent with the law, receive suitable job skill training, and have fair and equal opportunities for professional development.
- (2) Any act or support for forced labor, including violation or intimidation and harassment of workers in any form, is prohibited. In hiring child labor, employing pregnant women, and hiring foreign workers, the process must comply fully and correctly with labor law.
- (3) (Undocumented) Avoid using cross-border labor that is "unregistered" (Irregular or Unregistered) or labor that is "undocumented" (Undocumented).
- (4) Wages and benefits must be fair, with suitable welfare and working conditions (not less than legally stipulated). Working hours, weekly holidays, and annual leave must be in accordance with legal requirements, without working longer than the law allows. If there is overtime work, it must be consented to by the employee in all cases.

- (5) Comply strictly with laws and regulations related to occupational health and safety to ensure that the Company's business operations do not impact or minimally impact the community, society, and environment.
- (6) Opportunities are open for employees to have the freedom to participate in any group activities that do not conflict with the ethical conduct of the business, affect the image, or impact the Company's economics. However, if any employee wishes to join political groups or associations, it should be considered a personal fundamental right, as the Company has no policy to support or involve itself in political matters at any level.
- (7) The Company supports business partners in operating their businesses with respect for human rights and does not ignore or overlook neglect or violation of human rights in any process of doing business with the Company. If a business partner neglects, ignores, or it is proven that human rights are violated in the business process, the Company may terminate any prior business contract in writing.

Remedy

When there is a violation of human rights of employees, or company activities identified as causing or leading to impacts on human rights, the Company has set measures to provide remedies for those affected, both in the form of financial compensation and non-financial assistance, to alleviate hardships appropriately and effectively.

Human rights are a sensitive issue that can be linked and have negative impacts on business, posing risks that coexist with the Company's operations at all times. Therefore, to ensure a continuous process in accordance with the policy of respecting human rights, the audit team and the Risk Management Committee will assess the risks and impacts of violating human rights, confident that the main issues of risks from negative human rights impacts are thoroughly examined and effectively managed. All complaints that have been reviewed and followed up by the audit team and Risk Management Committee will be compiled and reported to the Company's Board of Directors.