



HUMAN RIGHTS POLICY

Principle and Rationale

Thai Beverage Public Company Limited and its subsidiaries (“ThaiBev”) operate its business in accordance with the principles of good corporate governance with fairness and adhere to the “Business Ethics of Thai Beverage Group” as well as take responsibility for the society and all stakeholders. ThaiBev is well aware of the value and importance of “human” and the coexistence of human with love, respect, kindness without discrimination, equality, respect and consideration of human dignity which are the main point and intention of the principle of Human Rights. ThaiBev believes that respecting the human rights by all stakeholders within the business value chain is fundamental to enhance the sustainability of the business and society, hence, ThaiBev respects the human rights laws and principles including international labour standards and applies the principles of the Universal Declaration of Human Rights (“UDHR”), the United Nations Guiding Principles on Business and Human Rights (“UNGPR”), the International Bill of Human Rights and The International Labor Organization Declaration on Fundamental Principles and Rights at Work (“ILO”) to its business operation.

The committee approves the setting of policies and regulations regarding the Human Rights in order to prevent a breach of human rights of all stakeholders within the business value chain arising from ThaiBev’s operation.

Scope of the Policy

Human rights policy (“Policy”) applies to all ThaiBev’s directors (“**Directors**”), all ThaiBev’s executive officers (employees ranging from Assistant Vice President level up to the President and CEO) (“**Executives**”), all employees (“**Employees**”) and all businesses which ThaiBev has the management power over such as subsidiaries and joint ventures.

In addition, ThaiBev expects and encourages Suppliers (as defined below) and Business Partners (as defined below) of ThaiBev which ThaiBev does not have management power over to support and comply with this Policy.

Definition

“**Suppliers**” means contractors, sub-contractors, distributors, wholesalers, manufacturers, primary producers, franchisees or licensees, brokers and consultants.

“**Business Partners**” means agents, joint venture partners and customers.

The objectives and practice guidelines of the Policy are as follows:

1. Directors, Executives and Employees shall work with consideration of human dignity and placing importance on respecting human rights of every person including any local community under the scope of human rights laws and principles including international labour standards on equality basis without discrimination whether due to differences in ethnicity, race, nationality, gender, language, age, skin color, physical status, religion, political view, education, social status, culture, tradition, union membership, sex diversity or any other status which is considered to be human rights.



2. ThaiBev shall equally treat Suppliers and Business Partners without discrimination.
3. ThaiBev prohibits child labour and forced labour and the use of prison labour and bonded labour are also strictly forbidden.
4. ThaiBev pays attention to high standards of safety, occupational health and working environment. ThaiBev shall devote to prevent accidents, injuries and work-related illnesses arising from the work performance in accordance with the standards imposed by applicable laws.
5. ThaiBev is committed to being good neighbour and trustworthy partner with local communities. ThaiBev supports communities in agriculture, environmental conservation, education, health, maintenance and restoration of cultural heritage and local wisdom through implementation of communities' development projects and social enterprise to improve living quality of local communities.
6. ThaiBev shall be careful not to let its business operation causing any breach of human rights.
7. ThaiBev shall support and promote any operation to protect human rights.
8. ThaiBev shall communicate, publicize, educate, try to understand and support Suppliers and Business Partners to participate in doing business with ethics, respect to human rights of others and equality in treating others in accordance with the human rights principle.
9. ThaiBev expects Suppliers to respect human rights of its stakeholders in order to ensure that the basic rights of stakeholders of all Suppliers groups are respected equally and operate their business in compliance with ThaiBev's Supplier Code of Practice currently in effect which may be amended from time to time in the future.
10. ThaiBev encourages and supports Directors, Executives, Employees and all groups of stakeholders within the business value chain to report any form of human rights violation arising from ThaiBev's business operation. ThaiBev shall take all necessary and reasonable steps to assist any person whose his/her human rights are violated by ThaiBev's business operation.
11. ThaiBev shall fairly treat and protect any whistleblower who inform human rights violation arising from ThaiBev's business operation by applying protection measurement for whistleblowers or any person who cooperate in reporting the human rights violation as specified in ThaiBev's Whistleblowing Policy.
12. ThaiBev determines to continuously conduct Human Rights Due Diligence Process to identify and evaluate risks and impacts relating to a violation of human rights, specify potentially affected stakeholders, plan and set up appropriate actions for preventing, mitigating, managing and remedying the negative impacts arising from, human rights violation caused by ThaiBev's business operation (if any). Moreover, ThaiBev also encourages and supports Suppliers to conduct the aforesaid process and expects Suppliers to have appropriate measures for preventing, mitigating, managing and remedying the negative impacts arising from, human rights violations caused by Suppliers' business operation.
13. ThaiBev shall track and monitor the implementation on human rights management and resolution according to the tracking and monitoring processes, including supporting and cooperating in the remediation of negative human rights impacts arising from ThaiBev's business operation.



14. ThaiBev shall report its human rights performances through the ThaiBev's Sustainability Report and ThaiBev's sustainability website.
15. A person committing a violation of human rights is subject to a disciplinary action process. Once proven to satisfaction of the responsible committee, the person will be punished according to ThaiBev's working rules and regulations. If such act violates any applicable laws, legal proceedings may be initiated against such person accordingly.