

REPORT

Human Rights Due Diligence (**HRDD**)

HaadThip Public Company Limited

Reporting Year 2025 | B.E. 2568

Prepared by
Risk Management Division

Human Rights Due Diligence Guide

HaadThip Public Company Limited

Human rights in the business sector are a significant concern for a wide range of stakeholders, including investors, government agencies, civil society organizations, business associations and the media. Businesses play an important role in advancing human rights through operations that improve quality of life, develop infrastructure and facilitate public access to essential services.

At the same time, business operations can create risks of human rights violations, such as unsafe working conditions or environmental impacts on communities. These risks may lead to adverse consequences for the organization, including reputational damage, loss of stakeholder confidence, termination of business contracts and public opposition.

In response, the United Nations established the United Nations Guiding Principles on Business and Human Rights (UNGPs), a global framework for business based on the pillars of Protect, Respect and Remedy. Human Rights Due Diligence (HRDD) is one of the key mechanisms under this framework.

HaadThip Public Company Limited recognizes the importance of respecting human rights and has implemented the framework in practice through its Human Rights Policy and HRDD process. The process begins with a Human Rights Risk Assessment (HRRRA) to identify and assess actual and potential impacts on internal and external stakeholders. It enables the Company to systematically identify and prioritize human rights risks, establish appropriate measures to prevent and mitigate adverse impacts, and strengthen sustainable business operations over the long term.

Human Rights Due Diligence Process

The Company applies a five-step human rights due diligence process in accordance with the UN Guiding Principles on Business and Human Rights.

1	Policy commitment to respect human rights
2	Assessment of actual and potential human rights impacts
3	Integration into Company procedures and actions to address impacts
4	Tracking and reporting performance
5	Remediation and access to remedy

1. Policy Commitment to Respect Human Rights

HaadThip Public Company Limited and its subsidiaries recognize the equal value, dignity and human rights of every person, without distinction or discrimination on any grounds. The Company is committed to conducting business in accordance with fundamental human rights principles across its entire value chain. It believes that treating everyone equally and respecting each person's human rights provides an essential foundation for the Company's continuous and sustainable growth.

The Company has therefore established a Human Rights Policy aligned with international human rights standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the principles of the International Labour Organization (ILO). The policy is intended to prevent human rights violations in all business activities and protect stakeholders throughout the Company's value chain.

2. Assessment of Actual and Potential Human Rights Impacts

The Company assesses human rights risks and impacts annually, or whenever a significant event may change the risk level. The assessment covers all stakeholder groups, including employees, contractors, suppliers, customers, communities and vulnerable groups such as women, migrant workers, persons with disabilities, children and disadvantaged persons.

The assessment covers both actual impacts and potential impacts arising from the Company's business activities in all operating areas. Particular attention is given to sensitive or high-risk locations, including conflict-affected or unstable areas.

3. Integration into Company Procedures and Actions to Address Impacts

3.1 Scoping and Identification of Human Rights Risks

The Company clearly defines the scope of its human rights risk assessment to identify potentially affected stakeholders and comprehensively understand risks arising from business activities. The scope covers the entire value chain, including the Company's direct activities and indirect activities carried out by suppliers, contractors or business partners that may be linked to human rights violations through complicity. Information gathered at this stage forms the basis for risk assessment and prioritization, enabling the Company to establish appropriate and effective management measures.

Assessment Scope

Labour Rights	Community and Environmental Rights	Customer Rights	Supplier and Contractor Rights
- Working conditions - Occupational health and safety - Non-discrimination - Freedom of association and collective bargaining - Child labour and forced labour	- Living standards and quality of life - Community health and safety - Community access to clean water - Waste and hazardous materials management - Land acquisition	- Customer health and safety - Customer data privacy - Non-discrimination and fair treatment	- Working conditions - Occupational health and safety - Supplier code of conduct - Confidentiality

Labour Rights

- **Working Conditions**

The Company provides a safe and suitable physical and psychosocial work environment, including adequate lighting, noise and temperature controls, appropriate working hours, and necessary equipment to support employee performance and well-being.

- **Occupational Health and Safety**

The Company systematically manages occupational health and safety across all workplaces, with preventive measures, emergency plans and communication that enables all employees to access safety information.

- **Non-discrimination**

The Company treats employees equally and does not discriminate on the basis of race, sex, religion, age, disability, political opinion or any other status. It also promotes equality in compensation and employment opportunities.

- **Freedom of Association**

The Company respects employees' rights to organize, establish labour unions and engage in fair collective bargaining.

- **Child Labour and Forced Labour**

The Company does not support or participate in child labour, forced labour or human trafficking in any form.

Community and Environmental Rights

- **Living Standards and Quality of Life**

The Company conducts business in a manner that avoids adverse impacts on the livelihoods and income of surrounding communities.

- **Community Health and Safety**

The Company controls and prevents operational risks that may affect community health and safety, including accidents and pollution.

- **Access to Water**

The Company does not undertake activities that adversely affect community access to clean water.

- **Waste and Hazardous Materials**

The Company manages waste and hazardous materials in accordance with technical principles and legal requirements to minimize impacts on the environment and communities.

Land Use

The Company assesses human rights impacts before commencing projects to prevent infringements of community rights.

Customer Rights

- **Customer Health and Safety**

The Company is committed to providing quality, safe products and services that comply with applicable standards.

- **Data Privacy**

The Company respects customers' right to privacy and maintains appropriate safeguards for personal data.

- **Fair Treatment**

The Company serves customers fairly and equally.

Supplier and Contractor Rights

- **Working Conditions**

The Company encourages suppliers and contractors to provide safe and suitable working conditions.

- **Occupational Health and Safety**

Suppliers must implement workplace safety measures that meet applicable standards.

- **Business Ethics**

The Company expects suppliers to conduct business transparently, fairly and ethically.

- **Confidentiality**

The Company respects and protects suppliers' confidential information.

3.2 Impact Assessment

The significance of each human rights issue is assessed by considering its severity and likelihood. The assessment criteria are set out below.

Score	Risk Level	Impact Description	Scope	Remediability
5	Very High	Loss of life or permanent disability; severe damage to the environment or ecosystem	Almost all stakeholders or a widespread population	Restoration to the original condition is not possible
4	High	Serious injury requiring more than 3 days away from work; high environmental impact	Most persons within the affected stakeholder group	More than 5 years to restore
3	Medium	Injury requiring 1-3 days away from work; moderate environmental impact	Certain stakeholder groups	3-5 years to restore
2	Low	Minor injury with no lost time; low environmental impact	An individual or small group	1-3 years to restore
1	Very Low	No health impact, or first aid is sufficient; no environmental impact	Almost no affected persons	Restoration within less than 1 year

Score	Likelihood	Description	Approximate Frequency
5	Very High	Occurs continuously or is likely to recur regularly in core organizational activities	At least once per year
4	High	Has occurred in the past and may recur under current conditions	Once every 1-3 years
3	Medium	Has occurred occasionally in some units or situations	Once every 3-5 years
2	Low	Very unlikely and occurs only in limited circumstances	Once every 5-10 years
1	Very Low	Has almost never occurred in the Company, but may occur in the same industry	Less than once every 10 years

Human Rights Risk Assessment Principles

The Company considers two types of risk when assessing human rights risks and impacts:

- **Inherent Risk:** the level of human rights risk before any control or management measure is applied.
- **Residual Risk:** the level of human rights risk remaining after control or management measures have been implemented.

Risk Assessment Process

1. Inherent Risk Assessment

The risk level before controls is assessed by considering the severity of the impact, including the scale of impact, the number of affected persons (scope), and remediability, together with the likelihood of occurrence.

2. Residual Risk Assessment

The remaining risk level is assessed using the same criteria as inherent risk, while also considering the effectiveness of existing control measures.

3. Identification of Salient Human Rights Issues

The Company identifies salient human rights issues from the residual risk assessment. An issue is treated as salient where it has high severity and/or an overall High to Very High risk level. These issues are

prioritized for action through a review of existing controls and the development of additional measures to reduce risk to an acceptable level.

Application of Assessment Results

The assessment results are used as key inputs for defining the Company's risk management measures. The required response varies according to the risk level so that adverse impacts can be reduced and risks controlled within an acceptable range.

Human Rights Risk Treatment Guidelines

Risk Level	Colour	Required Action
Low		Implement existing controls as normal; continuously monitor developments.
Medium		Review and strengthen controls; establish a mitigation plan; monitor results regularly.
High		Take urgent risk-reduction action; define additional controls, a responsible owner and a timeline; report progress to management.
Very High		Treat as unacceptable risk; immediately stop or modify the activity where necessary; take urgent and stringent corrective action; immediately report to senior management or the Board.

3.3 Mitigation and Impact Management

Following the assessment, the Company defines and implements measures to manage human rights risks, prioritizing High and Very High risks. The measures focus on preventing impacts, mitigating adverse impacts and enhancing positive impacts. Each measure is applied to the relevant activity or project with a clearly assigned owner, timeframe and performance indicator in an action plan. The Company continuously monitors and reviews effectiveness and carries out reassessment to evaluate residual impacts and improve measures as appropriate.

4 Tracking and Reporting Performance

4.1 Tracking

The Company continuously monitors human rights risks and impacts and periodically reviews them to reflect changes in business activities, operating locations and stakeholder circumstances.

4.2 Reporting

The Company documents its human rights risk assessment and management results in a Human Rights Risk Register for management reporting. The register covers:

- Risk level
- Control measures
- Action plan
- Implementation status

The register supports effective decision-making and oversight.

5 Remediation and Remedy

The Company recognizes that its business activities may cause or contribute to human rights violations affecting stakeholders. It is therefore committed to preventing, mitigating and correcting impacts in an appropriate and fair manner.

The Company maintains a grievance mechanism, a fair investigation process and procedures for corrective action. Where a human rights violation is identified, the Company will address the impact appropriately,

consider disciplinary action under Company regulations, and establish measures to prevent recurrence. Appropriate remedy may be provided to affected persons in financial or non-financial form, based on fairness and international standards.

Company Remedy Options

Formal Apology	Restitution or Damages	Financial Compensation	Non-financial Remedy	Assistance in Accessing Other Remedies
Directly to the affected person	Restore loss or compensate damage	Provide appropriate monetary compensation	Provide non-monetary redress	Support access to other available remedy channels

Grievance and Whistleblowing Channels



5 ช่องทาง

เมื่อพบเห็นการกระทำทุจริต ผิดวินัย
กฎระเบียบ นโยบาย หรือจรรยาบรรณ
อันจะก่อให้เกิดความเสียหายต่อบริษัทฯ
“พบเห็นแจ้งทันที”

ข้อมูลลงกันเป็น “ความลับสูงสุด”

1 กรอกแบบฟอร์ม

เว็บไซต์
www.haadthip.com
ติดต่อเรา

2 กรอกแบบฟอร์ม

อินทราเน็ต
hic.haadthip.com
ร้องเรียนและแจ้งเบาะแส

3 ส่งรายละเอียดข้อมูล

อีเมล
complaint@haadthip.com

4 จดหมายไปรษณีย์

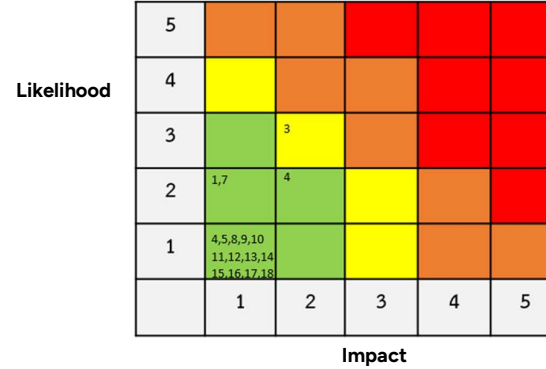
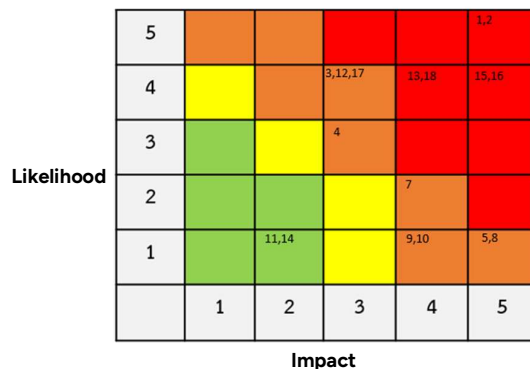
ผู้รับเรื่องร้องเรียน
“คุณศิริศักดิ์ ทรัพย์ศิริรักษ์”

5 สแกน QR Code



Human Rights Due Diligence Report

2025 Human Rights Risk Assessment Results



No.	Stakeholder Rights Group	Human Rights Issue
1	Labour Rights	Working conditions
2	Labour Rights	Employee occupational health and safety
3	Labour Rights	Non-discrimination
4	Labour Rights	Freedom of association and collective bargaining
5	Labour Rights	Child labour and forced labour
6	Labour Rights	Employee data privacy
7	Community and Environmental Rights	Living standards and quality of life
8	Community and Environmental Rights	Community health and safety
9	Community and Environmental Rights	Access to clean water
10	Community and Environmental Rights	Waste and hazardous materials management
11	Community and Environmental Rights	Land acquisition
12	Customer Rights	Customer health and safety
13	Customer Rights	Protection of customers' personal data
14	Customer Rights	Non-discrimination against customers
15	Supplier and Contractor Rights	Working conditions
16	Supplier and Contractor Rights	Employee occupational health and safety
17	Supplier and Contractor Rights	Supplier code of conduct
18	Supplier and Contractor Rights	Supplier confidentiality

The assessment of the Company's operating areas found that the overall residual risk level ranged from Low to Medium. The Company continues to define and implement controls, prevention measures and mitigation measures to keep risks within acceptable levels and prevent risk levels from increasing in the future.

Measures to Prevent and Mitigate Human Rights Impacts

1. Labour Rights

Risk Issue	Prevention and Mitigation Measures
Working conditions	Strictly comply with the Human Rights Policy and labour laws.
Occupational health and safety	Maintain the Safety, Occupational Health and Working Environment Committee; operate in accordance with ISO 45001, ISO 14001 and Company requirements; conduct regular training and emergency drills.
Non-discrimination	Establish and communicate an equality policy across the organization; maintain grievance and investigation channels.
Freedom of association	Promote employee participation and two-way communication; maintain the employee welfare committee.
Child labour and forced labour	Verify age and employment status as required by law; require suppliers to comply with applicable requirements.
Employee personal data	Comply with the Personal Data Protection Act (PDPA); control access rights to information.

2. Community and Environmental Rights

Risk Issue	Prevention and Mitigation Measures
Living standards	Strictly comply with licence conditions and applicable laws.
Community safety	Control operational impacts, including noise, odour and transportation impacts.
Access to water	Manage water use efficiently and sustainably.
Waste and hazardous materials	Manage waste according to technical principles and legal requirements.
Land use	Assess legal and community impacts before projects commence; communicate with and obtain feedback from communities.

3. Supplier and Contractor Rights

Risk Issue	Prevention and Mitigation Measures
Working conditions	Establish supplier selection and evaluation criteria; monitor performance at Company premises.
Occupational health and safety	Require work permits and training before work begins.
Supplier code of conduct	Establish a Supplier Code of Conduct and require acknowledgement/signature.
Confidentiality	Comply with data-protection measures and execute non-disclosure agreements (NDAs).

4. Customer Rights

Risk Issue	Prevention and Mitigation Measures
Non-discrimination	Train employees to provide fair customer service.
Health and safety	Control product and service quality in accordance with applicable standards.
Personal data	Comply with the PDPA and data-protection measures.
Customer complaints	Maintain systematic complaint intake and follow-up channels; continuously survey customer satisfaction.

Human Rights Due Diligence Performance

Based on the human rights due diligence process, the Company found no cases of human rights violations arising from its business operations during the past year.

The Company continues to implement preventive measures and to monitor and review human rights risks to ensure that its operations remain aligned with the Human Rights Policy and applicable standards. The Company also maintains grievance channels and appropriate remedy mechanisms to address any cases that may arise in the future.