



**บริษัท ยูเนียน ปีโตรเคมีคอล จำกัด (มหาชน)**

**UNION PETROCHEMICAL PUBLIC COMPANY LIMITED**

อาคารยูเนียนเฮ้าส์ 728 ถนนบรมราชชนนี เขตบางพลัด กรุงเทพฯ 10700 โทร 66 0-2 881-8288 (24 สาย) แฟกซ์ 66 0-2 433-7243-4  
UNION HOUSE BLDG., 728 BROMRATCHONNANI RD., BANGPHLAD, BANGKOK 10700 TEL.66 0-2 881-8288 (24 LINES) FAX.66 0-2 433-7243-4

# Corporate Social Responsibilities



## Human rights policies and procedures Union Petrochemical Public Company Limited

### Aim:

The Union Petrochemical Public Company Limited has founded human rights policies and procedures; to be enforced in advocating and honoring the human rights of company shareholders being incorporated in the company's organizational structure. Additionally, the company's human rights policies and procedures follow the related relevant human rights laws as prescribed; which follow international guidelines on human rights of the United Nations and originate from Thailand's constitution.

### Meaning:

**Company:** The Union Petrochemical Public Company Limited spans affiliates

- Affiliates are businesses in which the company is a shareholder both directly and indirectly at 50% of the maximum amounts of votes dispersed through the business.

**Company officers:** Every company officer who is employed under a labor contract with the company, spans all job titles from company officers, individuals working outside the company, and provisional company officers.

**Customers:** Individuals or groups that purchase products and services directly from the company

**Affiliates:** Individuals or groups; as well as manufacturers of products and services and the company's operations.

### Field:

The company's Human Rights Policies and procedures are adhered to by all company officers employees adhere to policies and regulations of the Union Petrochemical Public Limited company. These policies span company functions and operations; which pertain to the company's organizational structure or regard to the services provided. Moreover, this includes functions correlated to business, consumers, company affiliates, and investments in newly opened companies. Additionally, it considers the human rights of at-risk groups; such as women, children, migrant workers, members of the community, local individuals, customers, consumers, LGBT individuals, handicapped persons, pregnant women. and the elderly.



The company strives in safeguarding and honor human rights; being disseminated through the assistance of every related company affiliate. However, there mustn't be backing in the infringement of human rights and human rights threats as listed by the following:

1. Mitigate and constrain all types of illegal employment; which comprises human trafficking; as well as the utilization of Forced Labor and Child Labor.
2. Mitigate and constrain all types of bias and risks; which comprise sexual harassment, and non-sexual harassment.
3. Advocate and honor respected freedoms and rights; such as the right to assemble and comprise, and fair pay.
4. The well-being of company shareholders, consumers, and affiliates regarding equality without bias.
5. Advocating and honoring well-being, safeguards, and quality of life.
6. Honor the right to privacy.

#### **Treatment of stakeholders under human rights policy :**

The well-being of shareholders regarding human rights policies and procedures; must adhere to fundamental human rights policies as stated. Furthermore, the company has founded a framework for safeguarding the human rights of each of its officers and shareholders listed by the following:

#### **Employee**

The rights, freedoms, and employment functions of the company are managed by concise, transparent, and honest policies and procedures; that honor human rights within the company. Thus, advocating essential human rights and adhering to international labor standards; as well as stated in the company's Code of Conduct by planning a safeguarded workspace. Moreover, hygiene follows the international standards of being drug-free and providing fair significance to human rights; in honoring every individual without bias because of any variation in ethnicity, nationality, religion, language skills, eye color, gender, age, academic background, overall health or social-economic status or any other information provided for company officers and shareholders in where the company conducts its operations.

1. The company doesn't support corruptive actions that may infringe upon the human rights of every individual. Moreover, the utilization of child labor is discouraged; in regards to direct employment or within the organizational structure, human trafficking, and forced labor Child Labor by honoring the freedoms and the rights, the right to assemble and comprise, fair pay, non-bias, immigration policy, etc. Additionally, this incorporates the mitigation of every risk; whether it's sexual harassment or other categories of harassment, and the mitigation of the outcome of human rights being enforced.



2. The company has founded a human rights risk identification mechanism; in determining procedures for mitigating and decreasing the negative effects of human rights risks in its functions. Moreover, company officers are provided academic tools and mediums for following suggestions, recommendations, and grievances regarding infringement on human rights violations; including safeguarding and providing solutions to these aforementioned individuals to the following contact information:  
ratchaneekorn@unionpetrochemical.com or call 02 677 3324 - 6
3. Communication: Implement these policies and procedures; alongside proper forms of contact through the Resources Department; in regards to company officer training and online transmission.
4. If an individual infringes on any human rights; as well as doesn't comply with the company's code of conduct he or she will face punishment through company guidelines.

### **Company affiliates and consumers:**

The company advocates for affiliates and consumers; by acknowledging and backing human rights fundamentals under the United Nations Guiding Principles on Business and Human Rights (UNGPs); and company operations that honor individuals per the proceeding labor laws as prescribed and international labor standards. Additionally, companies must motivate their' affiliates and consumers to mitigate all types of illegal employment by complying with the fundamentals of company morals and ethics and constituting transparent company contracts.

1. The company must guarantee that its' affiliates and consumers possess honest and transparent job duties and functions.
2. The company must motivate its' affiliates and consumers to manage the safeguard of educating company officers; as well as having them follow company protocol carefully.
3. The company plans to be of assistance to the local community.

### **Affiliate:**

The company treats its' affiliates fairly and honestly; in the functions and operations of the company. For example, honesty, integrity, and non-bias policies. Moreover, the company has determined a transparent outline for assessing and choosing affiliates. Additionally, competitor companies and the election is applicable, honest, and transparent regarding confidential information.

The company operates and functions by honoring human rights under these aforementioned policies and procedures.

Moreover, the company manages the assessment, observation, and analysis; incorporating human rights risk threats and mitigation and revisions. Moreover, the company officers a medium to disseminate recommendations, suggestions, or grievances to the following contact information: Email: ratchaneekorn@unionpetrochemical.com or Telephone:02 677 3324 – 6 and



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(089) 818 2323 and the company possesses procedures to safeguard those individuals that discriminated aforementioned confidential information.

It is therefore announced for awareness and implementation

-Signature-

Mr. Peerapol Suvannaphasri

Managing Director

Union Petrochemical Public Company Limited



## Occupational Safeguards, Well-Being, and Environmental Policies and Procedures

The Union Petrochemical Public Limited Company has acknowledged and provided significance to the company's officers which is an essential human resource; that assists the company in achieving its aims and goals. Thus, the procedures and methods for safeguarding, occupational well-being, and the workspace atmosphere have been founded; to mitigate and manage the risks associated with employment. In addition, these are the job functions and operations of each company officer in participating in following the company's procedures and policies in managing the workspace atmosphere in proper work functions.

1. The company deliberates the safeguarding, occupational well-being, and the workspace atmosphere through the job functions and duties of every company at various job ranks; including the company's capital and the fundamentals of the employment period.
2. The company motivates every company officer to obtain awareness and knowledge in recognizing the safeguarding of work in assuring safeguards, well-being, and an exceptional workspace atmosphere.
3. The company will back and advocate the progression of the workspace atmosphere through safeguarded procedures; to instill maximum safeguards regarding the safeguarding of well-being and the workplace atmosphere.
4. Every company officer at the managerial level must adhere to the policies and procedures of occupational safeguarding; as well as manage the workspace atmosphere of individuals with higher positions following the safeguards of occupational health regulations, and guidelines.
5. There is a reassessment and analysis of the application of safeguards, occupational well-being, and workspace atmosphere procedure; to establish persistent training and accomplish efficacy and sufficiency.

Thus, this notification was implemented for acknowledgment and is effective continuously.

Announced on the 1st of May 2022

-Signature-

Mr. Peerapol Suvannaphasri  
Managing Director

Union Petrochemical Public Company Limited