



## Human Rights Policy Union Petrochemical Public Co, LTD.

### Goals:

The Union Petrochemical Public Company Limited has formulated human rights policies; to enforce in advocating and honoring the human rights of those stakeholders implicated throughout the Company's value chain. In addition, the company's human rights policies follow the related human rights laws; as well as follow with the international principles on human rights from the United Nations and the Constitution of the Kingdom of Thailand.

### 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.

### Job functions and duties:

The Human Rights Policies of the company must be adhered to by the company officer with functions of the Union Petrochemical Public Company Limited encompassing direct company functions and correlated operations of the company or the company's services as well as following the value chain. In addition, this incorporates functions correlated to company partnerships, customers, company affiliates, and investments in recent companies. In addition, this considers honoring the human rights of at-risk groups; such as women, children, migrant workers, communities, residents, customers, consumers, LGBT individuals, individuals with disabilities, pregnant women, and the elderly.



The company's assurance to safeguard and honor human rights; which is implemented through the cooperation of every related stakeholder that mustn't aid or participate in the violations of human rights which could include all types of human rights risks listed as the following:

1. Mitigate and abolish all types of illegal employment; which includes human trafficking, utilization of illegal Forced Labor, and Child Labor.
2. Mitigate and abolish all types of bias and risks; which include sexual harassment and non-sexual harassment.
3. Advocate and honor the independence of affiliation, the right to congregate, facilitate and provide balanced equal remuneration.
4. Care of company officers, company stakeholders, customers, and affiliates fairly without bias being present.
5. Advocate and honor well-being, safeguard, and quality of life.
6. Honor the right to privacy regarding the well-being of company stakeholders by following human rights policies; to adhere with human rights policies.

**Treat claimants under the following guidelines:**

In addition, the company has formulated regulations for protecting the human rights of every stakeholder grouping listed by the following:

**Company officer**

Company officer rights and job functions within the company are managed by transparent policies; in honoring human rights within the organizational structure. Thus, advocating fundamental human rights and adhering to international labor regulation; as well as documented in the company's Code of Conduct in implementing a safeguard workspace. In addition, hygiene follows international guidelines which have no drug policy and provides fair fundamentals to human rights for every individual without bias being present because of variance in race, nationality, religion, language, skin color, gender, age, education, physical condition or social-economic status or any other status to every stakeholder in all areas where the company functions in.

1. The company doesn't assist or act in correlation if any function is in breach of human rights and human morality in every form. In addition, utilization of child labor under the legal age is illegal either through direct employment or within the company's supply chain, human trafficking, and forced labor Child Labor by honoring rights and the independence of affiliation; as well as possess the right to assemble and negotiate with fair compensation with non-bias and immigration. This includes safeguarding against every risk; whether it is sexual harassment or other forms of harassment.; as well as mitigating human rights being affected.



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Effective 1<sup>st</sup> of May, 2022

2. The company has found the human rights risk identification procedure to assess procedures in mitigating and decreasing the effect of human rights threats in its function. There is a procedure to educate company officers, and possess channels of communication for feedback on human rights violations; including safeguarding and providing solutions for issues that may arise to [ratchaneekorn@unionpetrochemical.com](mailto:ratchaneekorn@unionpetrochemical.com) or call 02 677 3324 - 6
3. Communications: Distribute these policies and converse with company officers through various communication channels from the Human Resources Department, provide company officer orientation and converse through online communication channels.
4. If an individual infringes upon any human rights, or breaks the company's code of ethics he or she may discipline by following company guidelines.

#### **Company affiliates and customers :**

The company advocates that company affiliates and customers must acknowledge and aid human rights guidelines under the United Nations Guiding Principles on Business and Human Rights (UNGPs); as well as manage company functions that honor human rights, and follow the guidelines of labor laws and international labor regulations. Moreover, companies must motivate company affiliates and customers to mitigate any types of illegal labor from occurring; by following the guidelines of proper company ethics and making contracts that are honest, transparent, and fair by the following:

1. The company must assure that its company affiliates and customers have exceptional and transparent employment.
2. The company must motivate its company's affiliates and customers to manage safety development for their company officers; as well as make them follow the regulations on the importance of safety.
3. The company strives to be a good alliance with the community.

#### **Affiliates:**

The company treats its affiliates fairly, and transparently without there being any interference presented in the company's procedures; including treating every affiliate honestly with a non-bias. The company has founded concise criteria for assessing and choosing affiliates. There are contention and elections which is applicable, honest, and transparent regarding the documentation being thorough and concise.



บริษัท ยูเนียน ปีโตรเคมีคอล จำกัด (มหาชน)

UNION PETROCHEMICAL PUBLIC COMPANY LIMITED

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The company needs to operate by safeguarding and honoring human rights under this policy. In addition, the company implements observation, appraisal, and assessment, including human rights risk assessment and deterrent, disciplinary, and alleviation procedures. Moreover, the company has implemented a communication channel in covering suggestions and recommendations over email communication at [ratchaneeorn@unionpetrochemical.com](mailto:ratchaneeorn@unionpetrochemical.com) or by telephone at 02 677 3324 – 6 and (089) 818 2323 and the company has procedures to safeguard against objections and confidential data leaks.

It is herewith to be announced for awareness and implementation.

-Signature-

Mr. Peerapol Suvannaphasri

Managing Director

Union Petrochemical Public Company Limited