

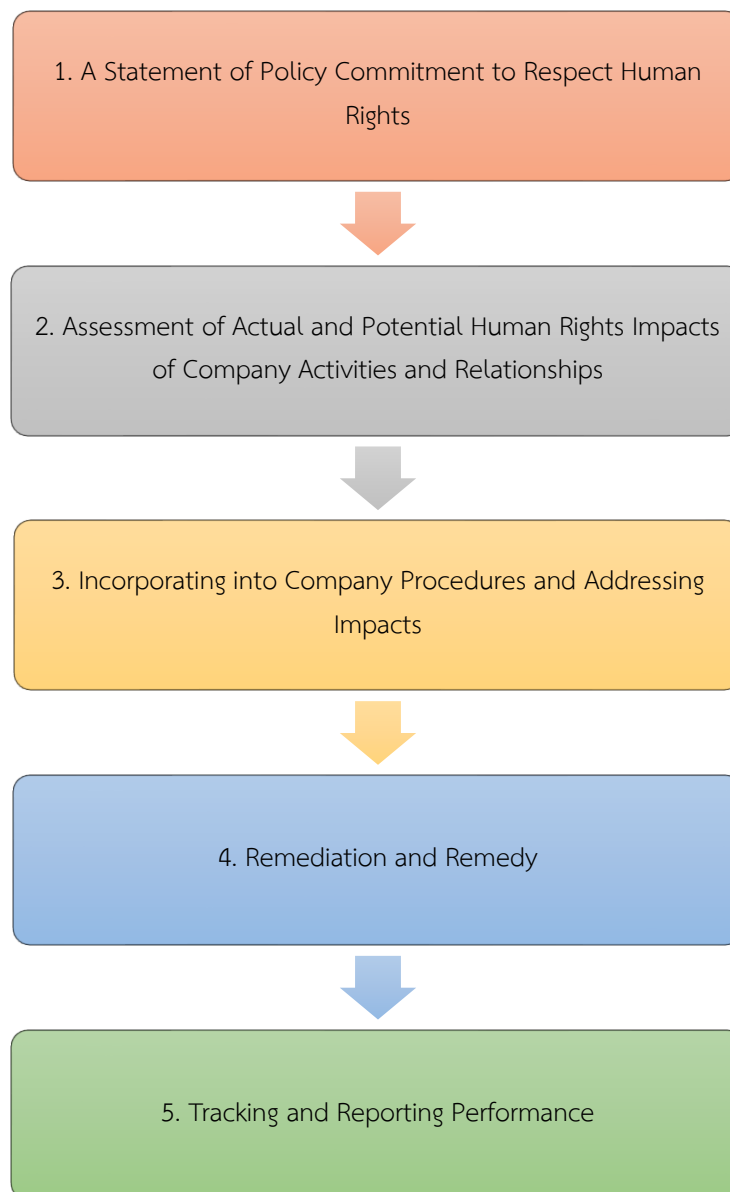


บริษัท น้ำมันพืชไทย จำกัด (มหาชน) THAI VEGETABLE OIL PUBLIC COMPANY LIMITED

Human Rights Due Diligence (HRDD)

Thai Vegetable Oil Public Company Limited has established the human rights due diligence process as an ongoing risk management procedure. The objective is to identify risks, prevent and mitigate them, and evaluate how the company manages human rights impacts throughout its business activities. This process follows the five steps outlined in the UN Guiding Principles on Business and Human Rights (UNGPs).

Comprehensive Human Rights Due Diligence Process



1. A Statement of Policy Commitment to Respect Human Rights

The company is committed to respecting the human rights of all stakeholders by adhering to human rights principles and international labor standards, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. This commitment encompasses the prevention of human trafficking, forced labor, child labor, discrimination, harassment, and all forms of abuse. It also supports the freedom of association, the right to collective bargaining, equal employment opportunities, and other human rights.

The company has declared a human rights policy that covers business processes and serves as a shared practice in conducting business. This policy applies to all stakeholders, including employees, communities, society, customers, and business partners within the company's supply chain, as well as rights related to natural resources and the environment. The company ensures that its operations are carried out with due diligence, avoiding any actions that could directly or indirectly violate or impact human rights. This policy is transparently disclosed on the company's website.

Further details of the human rights policy are available on the company's website.



(Human Rights Policy)

Additionally, the company has integrated human rights issues as part of the ESG evaluation criteria in selecting business partners. This includes completing a questionnaire for vendor registration, responding to a sustainability assessment (Self-Declaration), or providing supporting documents (if applicable), to ensure that a comprehensive human rights due diligence process is carried out.

2. Assessment of Actual and Potential Human Rights Impacts of Company Activities and Relationships

The company conducts a comprehensive human rights risk assessment with the objective of identifying actual and potential risks arising from involvement or connection through business relationships. This is to prevent human rights violations or other negative impacts by considering both internal and external stakeholders who may be directly or indirectly affected by the company's business activities throughout the supply chain.

The company remains committed to considering vulnerable groups, such as forced laborers, women, children, indigenous peoples, migrant workers, and local communities, who may be impacted by business activities. This commitment is reflected in our human rights risk assessment processes, which encompass issues such as pay equity and non-discrimination in the workplace.

The human rights risk assessment covers 100% of the company's value chain and business activities. These are categorized into two main groups as follows:

Core Business Activities:

- Procurement of raw materials and sourcing
- Operations within production processes
- Marketing, sales, and product distribution
- Products, customers, and consumers

Business Support Activities:

- Partnerships with domestic and international stakeholders
- Employees, contractors, and external personnel working on-site
- Safety, occupational health, and environmental management
- Customer relations
- Social and community engagement

This also encompasses potential emerging business processes, such as joint ventures (JVs) or mergers and acquisitions (M&A).

3. Incorporating into Company Procedures and Addressing Impacts

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The company identifies relevant human rights issues by reviewing concerns within the same industry and analyzing various media sources. This process highlights both actual and potential human rights issues, encompassing areas such as forced labor, human trafficking, child labor, freedom of association, the right to collective bargaining, pay equity, non-discrimination, and all forms of harassment.

In identifying affected groups, beyond the company's primary stakeholders, consideration is also given to vulnerable groups such as forced laborers, children, pregnant women, the elderly, indigenous peoples, migrant workers, third-party contract workers, and local communities. The scope of relevant human rights issues includes the following:

Labor Rights

- **Work Environment:** Creating a physical work environment that ensures safety, including aspects such as office spaces, noise levels, lighting, workplace atmosphere, and working hours. It also encompasses other environmental factors, such as providing tools and equipment that support employees in performing their duties efficiently.
- **Occupational Health and Safety:** Managing the occupational health and safety of employees within the company and at the workplace. It includes providing assistance and care, creating awareness, and ensuring understanding of occupational health and safety issues, covering all employees and workers on-site.
- **Non-Discrimination:** Treating all employees equally, including ensuring fair and equitable compensation, without discrimination based on ethnicity, skin color, gender, religion, region, education, political opinions, or any other characteristic.
- **Freedom of Association and the Right to Collective Bargaining:** Employees have the right to engage in fair discussions regarding work benefits and enjoy the freedom of association.
- **Illegal Labor Practices** (Including the use of labor in unlawful forms, including child labor, forced labor, and human trafficking): The company will not engage in the use of forced labor, child labor, or human trafficking.

Community and Environmental Rights

- **Living Standards:** The company's operations will not negatively impact the livelihoods of nearby communities, such as disruptions caused by truck transportation or the reduction of community income due to unfair competition.
- **Occupational Health and Safety for Communities:** The company's operations must be conducted with caution and should not result in negative impacts on occupational health and safety, such as accidents caused by operations or pollution affecting the community.
- **Access to Clean Water for Communities:** The company's operations should not hinder the community's access to clean water, such as blocking water sources or diverting water from community resources, leading to drought or water shortages.
- **Waste and Hazardous Materials Management:** The company ensures that waste and hazardous materials are managed or disposed of properly, without causing harm to the environment or nearby communities. This includes practices such as wastewater treatment and chemical management.
- **Land Acquisition and Forced Relocation:** The company conducts impact assessments prior to entering or establishing operations and ensures that its activities do not cause human rights violations related to land and displacement within local communities.

Customer Rights

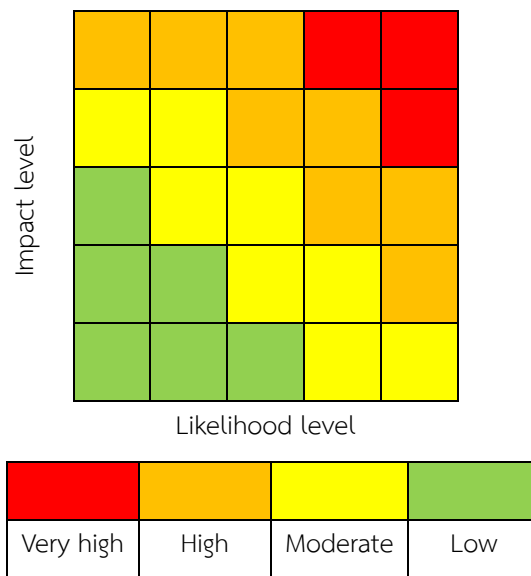
- **Customer Health and Safety:** Delivering products of high quality that meet standards at fair prices, while providing information about the products, health considerations, consumer trends, and food safety for customers.
- **Privacy Protection of Customer and Consumer Data:** Ensuring that customers' personal data is not violated, with clear guidelines and management practices in place to protect the privacy of customer information.

Supplier Rights

- **Ethics of Suppliers:** The company's operations must adhere to good ethical standards, conducting business fairly and transparently, ensuring that both parties receive fair compensation. The company also supports suppliers in conducting business based on sound ethical principles.
- **Confidentiality of Supplier Information:** The company will not violate the confidentiality of supplier information, such as intellectual property, patents, or other sensitive data.

3.2 Risk Ranking

The company conducts a human rights risk assessment by evaluating the likelihood and impact level of potential issues. A scoring system from 1 to 5 is used according to the organization's risk assessment criteria to determine the level of risk for human rights issues. This assessment takes into account vulnerable groups that may be at risk of human rights violations. The human rights risk levels are categorized into four levels: very high, high, moderate, and low.



3.3 Risk Management

The company prioritizes key human rights risk issues that have the most significant impacts through its related business activities. It implements measures to mitigate these impacts and corrective processes to ensure that the effects remain at a low level or within acceptable limits.

4. Remediation and Remedy

4.1 Whistleblowing and Complaint Channels

The company provides stakeholders with the opportunity to freely express their opinions and report any illegal activities or human rights violations directly. Measures are in place to protect whistleblowers and ensure confidentiality of information in accordance with the company's complaint procedures. Reports can also be submitted via the website: <https://www.tvothai.com/th/corporate-governance>

4.2) Fair Investigation Process and Penalty Measures

In the event of a human rights violation, the company has a fair investigation process in place, along with penalty measures as follows:

- 1) Disciplinary Penalties: Penalties will be imposed according to the company's regulations, policies, and applicable laws. The penalties range from verbal or written warnings, suspension, to dismissal if the action is confirmed to be a violation following an investigation.
- 2) False Whistleblowing: In cases where a tip-off is made in bad faith, or if the investigation reveals malicious intent, harassment, violation of individuals or organizations, or personal gain, the company may take appropriate action against the whistleblower according to the company's procedures or relevant laws, depending on the circumstances.

In addition, the company supports and encourages individuals at all levels to recognize the importance of, and share a collective responsibility for, preventing violations. The company also ensures that sufficient internal controls are in place to prevent the recurrence of such violations in the future.

4.3) Remediation

A working group is established to assess the appropriate remediation for the damage caused and ensure that those affected will receive adequate compensation or remedy.

5. Tracking and Reporting Performance

The Company fully recognizes that business activities at every stage may pose risks of supporting or being involved in human rights violations affecting stakeholders. To systematically manage such risks, the company implements systematic periodic reviews and continuous monitoring of human rights performance. This includes the review of human rights risk assessments and the reporting of results to the Risk Management Working Group and the Environmental, Social, and Governance (ESG) Committee on an annual basis. In addition, the company conducts a comprehensive reassessment of human rights risks every three years to revisit and enhance its risk management approach, ensuring it remains accurate, responsive to current contexts, and aligned with evolving

business environments. The Company also ensures regular communication and training programs for employees on human rights issues to prevent and mitigate the risks of human rights violations arising from the company's operations or those of its business partners. Furthermore, appropriate impact mitigation measures and remedial actions are established, in line with the company's grievance mechanisms, internal regulations, and applicable laws, to uphold accountability and foster sustainable business practices.

In addition, the company regularly discloses its human rights performance every year through the annual sustainability report, which is published on the company's website, to demonstrate transparency and fairness in its business operations.