



## **Human Rights Policy**

### **Bangkok Land Public Company Limited**

Bangkok Land Public Company Limited and its group of companies recognize the importance of conducting business with integrity and ethics and are committed to responsibility to society and all groups of stakeholders in accordance with good corporate governance code in which the Company prioritize the respect for human rights which are important fundamental rights in business operations. In this regard, the Company has established a human rights policy to be abided by, to support, and to promote the respect for and protection of fundamental rights and human dignity for all individuals equally, as well as to cultivate the commitment to adherence among all parties in the value chain, including employees, executives, and stakeholders in the Company's business operation, which aligns with the laws and the Universal Declaration of Human Rights (UDHR) of the United Nations and the United Nations Guiding Principles on Business and Human Rights (UNGPs). To take part in social responsibility under the concept of sustainable corporate development by establishing policies and practices on human rights as follows:

1. Encourage and support all personnel and stakeholders to respect human rights by ensuring compliance with the standards of applicable labor laws.
2. Conduct the recruitment and selection process based on the required qualifications, without discrimination and without bias related to gender, age, religion, race, physical condition, political opinion or any other characteristics unrelated to job performance.
3. Provide a conducive and safe working environment, along with welfare and other benefits for the Company's personnel in accordance with occupational health and safety standards as required by laws.
4. Respect the rights and privacy of customers and treat the business partners fairly and without discrimination
5. Conduct business by taking into consideration human rights which may affect community and society, as well as listening to opinion and support community participation.
6. Implement a Human Rights Due Diligence Process (HRDD) covering the definition of the scope, identification of the essential risk issue on human rights and assessment of the related impacts.
7. Provide measures to mitigate impacts and remedies in the event of impacts or violations of human rights against personnel in the Company.
8. Provide channels for receiving complaints and reporting information on human rights violations related to the Company or caused by the Company's activities and/or activities throughout the supply chain.

9. Collect and maintain the information on human rights and treatment of the Company's personnel and stakeholders from impact assessment and report to the Board of Directors.

For your acknowledgement and compliance.

Approved by the Board of Directors' Meeting No. 1/2025 and effective as of 14 February 2025



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Mr. Suihung Kanjanapas  
Chairman  
Bangkok Land Public Company Limited