



Business Responsibilities on Human Rights Policy (Revised 2026)

BCPG Public Company Limited

Given the rapidly changing economic, social, and political landscape, together with the business expansion of BCPG Public Company Limited and its subsidiaries (the “BCPG Group”), business activities throughout the value chain have become increasingly complex and involve a diverse range of stakeholders, potentially giving rise to human rights impacts.

The BCPG Group has therefore established this “Business Responsibility Policy on Respect for Human Rights” in adherence to the United Nations Global Compact (UN Global Compact), the international guidance on social responsibility (ISO 26000), the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Women’s Empowerment Principles (WEPs), and the National Action Plan on Business and Human Rights (NAP).

This Policy demonstrates the BCPG Group’s responsibility and commitment to conducting business with respect for human rights through a Policy Commitment, the implementation of Human Rights Due Diligence (HRDD), the assessment of human rights impacts at all stages of business operations through Human Rights Impact Assessments (HRIA), and the establishment of appropriate mechanisms to provide Access to Remedy where the BCPG Group has caused or contributed to adverse human rights impacts. The BCPG Group shall also conduct risk assessments, establish appropriate indicators to evaluate performance and effectiveness, and prepare reports for public disclosure.

The Board of Directors, executives, and employees at all levels of the BCPG Group, as well as suppliers and business partners, shall participate in and recognize the importance of respecting and protecting human rights. Human rights risks arising from activities throughout the business value chain and their potential impacts on stakeholder groups shall be assessed, including relevant social and environmental issues associated with human rights. All parties shall strictly comply with internationally recognized human rights principles, international standards, and applicable laws in each country in which the BCPG Group operates. Through these commitments, the BCPG Group strives to serve as a role model for sustainable and continuous business growth while promoting inclusive and equitable participation.



Implementation Guidelines

The Board of Directors, executives, and employees at all levels, as well as suppliers and business partners, shall collectively uphold human rights principles and promote the treatment of all individuals with respect, fairness, and dignity. All individuals shall be treated equally and be free from all forms of violence. The BCPG Group shall respect individual rights, freedoms, and equality, including the right to fair and equal remuneration, without discrimination on the grounds of race, nationality, origin, religion, gender, age, skin color, language, beliefs, education, ethnicity, disability, political opinion, economic status, employee association or affiliation, social status, or any other characteristic unrelated to job performance.

The following guidelines shall apply:

1. Compliance with Labor and Employment Laws

Comply with applicable international and local laws and regulations relating to labor and employment. The BCPG Group shall not employ child labor and shall not engage in illegal forced labor or human trafficking throughout its supply chain. The rights of employees shall be protected in accordance with applicable laws.

2. Respect for Stakeholder Rights

Respect the rights of the BCPG Group's stakeholders, including customers, suppliers, communities, and employees, as well as employees' freedom of association and their right to elect representatives for collective bargaining. All stakeholders shall be treated fairly and equitably.

3. Prevention of Human Rights Violations

Avoid any act or involvement that may constitute a human rights violation or cause or contribute to adverse human rights impacts. No person shall neglect or disregard any suspected human rights violation associated with the BCPG Group.

Any person who becomes aware of conduct that may constitute a human rights violation shall report the matter to their supervisor and cooperate fully with any investigation or fact-finding process.

4. Human Rights Due Diligence

Conduct Human Rights Due Diligence to identify and monitor actual and potential human rights impacts arising from business activities throughout the value chain, with the aim of avoiding, preventing, and mitigating such impacts.



The BCPG Group shall seek to ensure that the production of goods and provision of services, labor practices, treatment of suppliers, creation of working environments, and joint ventures do not cause adverse human rights impacts on stakeholder groups.

5. Human Rights Impact and Risk Assessment

Conduct analyses and assessments of actual and potential impacts arising from business operations, including the identification and assessment of human rights risks.

6. Communication and Integration of the Policy

Embed this Policy across all relevant functions and establish an appropriate management framework for its implementation.

The BCPG Group shall communicate, disseminate, and provide appropriate knowledge and awareness to parties involved in business activities throughout the value chain, including employees, suppliers, and other relevant parties, in order to encourage their participation and to provide guidance for conducting business responsibly and with respect for human rights.

7. Grievance Mechanisms and Access to Remedy

Provide appropriate communication channels for all stakeholder groups, including whistleblowing and grievance channels through which concerns or complaints regarding human rights violations resulting from the BCPG Group's business operations may be reported.

The BCPG Group shall establish processes for investigating complaints and provide appropriate, fair, and effective remedy mechanisms. Any person found to have committed a human rights violation may also be subject to disciplinary action in accordance with the BCPG Group's applicable rules and regulations.

8. Monitoring, Reporting, and Disclosure

Monitor, report, and publicly disclose information regarding human rights impact assessments and human rights performance in order to promote transparency.

This Policy shall be effective from 1 September 2026 onwards.

- Signed -

Mr. Rawee Boonsinsukh

Chief Executive Officer and President

Authorized Signing Director