

# Human Rights Due Diligence Process

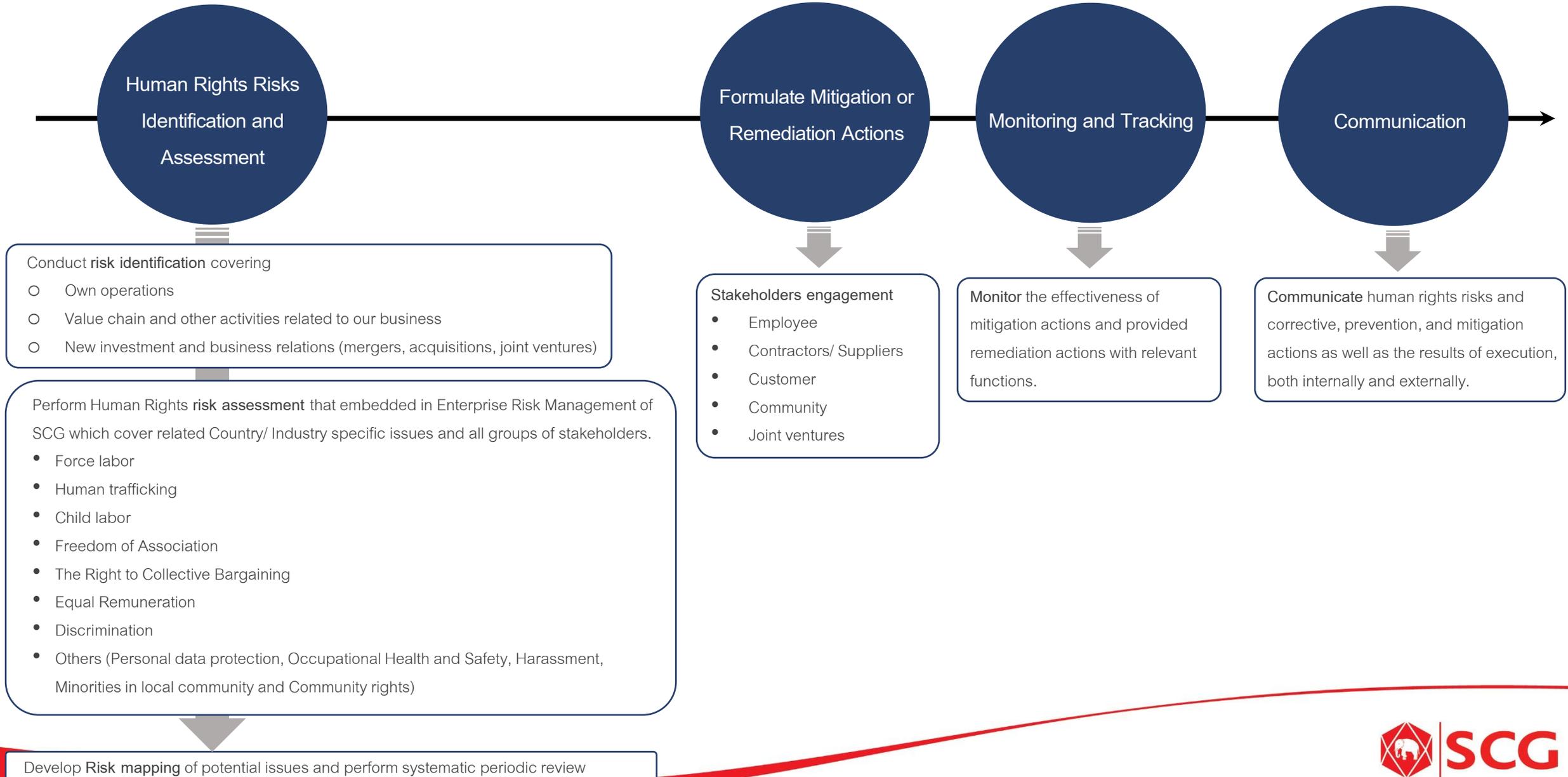
# Objectives and Scope of Human Rights Due Diligence Process

SCG has announced a human rights policy, a diversity and inclusion policy as well as human rights framework and established human rights due diligence process guideline, which are in compliance with the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Organization for Economic Co-operation and Development (OECD), and other international requirements, such as SDGs, WBCSD, and GRI.

We respect human rights according to the United Nations Guiding Principles on Business and Human Rights: (UNGPs) by developing the human rights due diligence process guideline as guidance for all business operations within SCG including business expansion or new investments in Thailand and abroad, suppliers and contractors in the value chain, and joint ventures in identifying and assessing potential and/ or actual human rights issues affected to stakeholders, prioritizing such issues, establishing preventive and mitigation actions to reduce the risk, and formulating proactive measures to prevent or minimize potential impacts as well as measures for alleviating and/ or remediating such impacts in case of violation.

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# Human Rights Due Diligence Process



# Identifying Human Rights Issues

1. Right to life
2. Right to liberty and security
3. Right not to be subjected to slavery, servitude or forced labor
4. Right not to be subjected to torture, cruel, inhuman and/or degrading treatment or punishment
5. Right to recognition as a person before the law
6. Right to equality before the law, equal protection of the law, non-discrimination
7. Right to freedom from war propaganda, and freedom from incitement to racial, religious or national hatred
8. Right to access to effective remedies
9. Right to a fair trial
10. Right to be free from retroactive criminal law
11. Right to privacy
12. Right to freedom of movement
13. Right to seek asylum from persecution in other countries
14. Right to have a nationality
15. Right of protection for the child
16. Right to marry and form a family
17. Right to own property
18. Right to freedom of thought, conscience and religion
19. Right to freedom of opinion, information and expression
20. Right to freedom of assembly
21. Right to freedom of association
22. Right to participate in public life
23. Right to social security, including social insurance
24. Right to work
25. Right to enjoy just and favorable conditions of work
26. Right to form and join trade unions and the right to strike
27. Right to an adequate standard of living
28. Right to health
29. Right to education
30. Right to take part in cultural life, benefit from scientific progress, material and moral rights of authors and inventors
31. Right of self-determination
32. Right of detained persons to humane treatment
33. Right not to be subjected to imprisonment for inability to fulfill a contract
34. Right of aliens due process when facing expulsion
35. Rights of minorities

Reference: [Guide to Human Rights Impact Assessment and Management \(HRIAM\)](#)

# SCG Human Rights Related Issues

## SCG Human Rights Related Issues

### Human Rights Issues Consideration

- Country specific issues
- Industry specific issues
- Complaints
- Stakeholders/ Community engagement or satisfaction result
- Customers feedback



### Affected Stakeholders

Employees Customers



Communities Contractors/ Suppliers

Environment 	Labour rights 	Community rights 	Supply chain 	Security and safety 	Consumer rights 
<ul style="list-style-type: none"> <li>• Mismanagement of resource consumption impacting stakeholders (e.g. water security, inability to access to energy)</li> <li>• Climate change</li> </ul>	<ul style="list-style-type: none"> <li>• On/Off site accident risk</li> <li>• Employee/ business partner occupational health risk</li> <li>• Freedom of association</li> <li>• The right to collective bargaining</li> <li>• Unfair labor practices (e.g. excessive overtime, use of forced or compulsory or child labor, underpayment of workers or modern slavery, equal remuneration)</li> <li>• Discrimination against employees, for example by race, gender or sexuality</li> <li>• sexual and non-sexual harassment</li> <li>• Diversity &amp; equal opportunity</li> <li>• Human trafficking</li> </ul>	<ul style="list-style-type: none"> <li>• Health and safety of communities</li> <li>• Cultural heritage</li> <li>• Stakeholder complaint</li> <li>• Community engagement</li> <li>• Forced or involuntary displacement of communities, including indigenous communities</li> </ul>	<ul style="list-style-type: none"> <li>• Employment or purchasing or OEM in the supply chain, such as consideration of human rights issues</li> <li>• Safety &amp; healthy working condition</li> <li>• Illegal forms of labor (e.g. child labor, force labor)</li> <li>• Breach in supplier SCG code of conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Use of excessive force by security guards protecting assets</li> </ul>	<ul style="list-style-type: none"> <li>• Customer discrimination</li> <li>• Product and service safety</li> </ul>

Others (Personal data protection, Occupational Health and Safety, Minorities in local community, Labor rights, and Community rights)

# Groups at risk on human rights issues

Stakeholders are persons or groups of persons who are directly or indirectly affected by a business operation of SCG, as well as those who may have interests in a business operation of SCG, or abilities to influence over the outcomes of a business operation of SCG such as customers, employees, communities, shareholders, business partners, government agencies, intellectual leaders, etc.

- Shareholders
- Employees (Women, Pregnant women, Disability person, LGBTQI+, Migrant workers)
- Customers and Consumers
- Suppliers including Suppliers' employees, Suppliers' contractors, Third-party employees
- Business Partners
- Competitors
- Joint Venture Partners
- Creditors
- Local communities
- National and Local Government Agencies
- Media



- Civil Society Sector, Academia, and Opinion Leaders
- Advocacy organizations
- Development organizations
- Vulnerable groups such as indigenous, minorities in local communities, children, migrant workers, disable, etc.
- Lenders and international financial institutions
- NGOs
- Others (Disability, Pregnant woman, LGBTQI+)

# Example of Human Rights Risk Assessment

Human Rights Risk Category	Risk Events	Impacted Stakeholders / Right holders	Vulnerable Group at Risk	Current management / Mitigation measures	Assessment of Gross Risk			Salient Issues (Yes/No)	Additional Mitigation Plans (Plan to develop mitigation measures for salient issues in order to reduce severity/ likelihood of risks in the future)
					Severity	Likelihood	Risk Score		
<b>Health and Safety</b>	Fatality & Lost time injury in workplace in Thailand and regional operations	- Employee - Contractor	- Migrant worker	1. Level up implementation of SCG Safety Framework in practice in Thailand and abroad. 2. Develop digital platform for SCG Safety Performance Assessment Program: SPAP and enhance capability of SPAP assessors. 3. Measure health and safety performance by mandating it as part of Safety Performance Management System evaluation, from supervisory up to all executive levels. 4. Establish safety standard for the solar energy business both industrial and residential segments such as solar roof, solar farms, and etc. 5. AI and digital platform in risk mitigation such as using AI to monitor fire in risky areas, My Health Application, and a digital platform for at-risk work permits.	5	5	25	<b>Yes</b>	1. 100% Thailand & Abroad operations Implement SCG Safety Framework 2021 (Effective execution). - Company implementation and report a progress to workplace safety committee - First submission self-declaration in Jun and Final submission in Sep. 2. Monitoring of safety lagging and leading indicators (Unsafe action/ Unsafe condition/ Near miss). 3. Incident investigation by cross BU team in case of the severe incident to prevent recurrence case and lessons learned sharing with CA/ PA monitoring by workplace safety committee. 4. Elevate a systemic fire prevention and fire drill with external parties for maximum readiness.

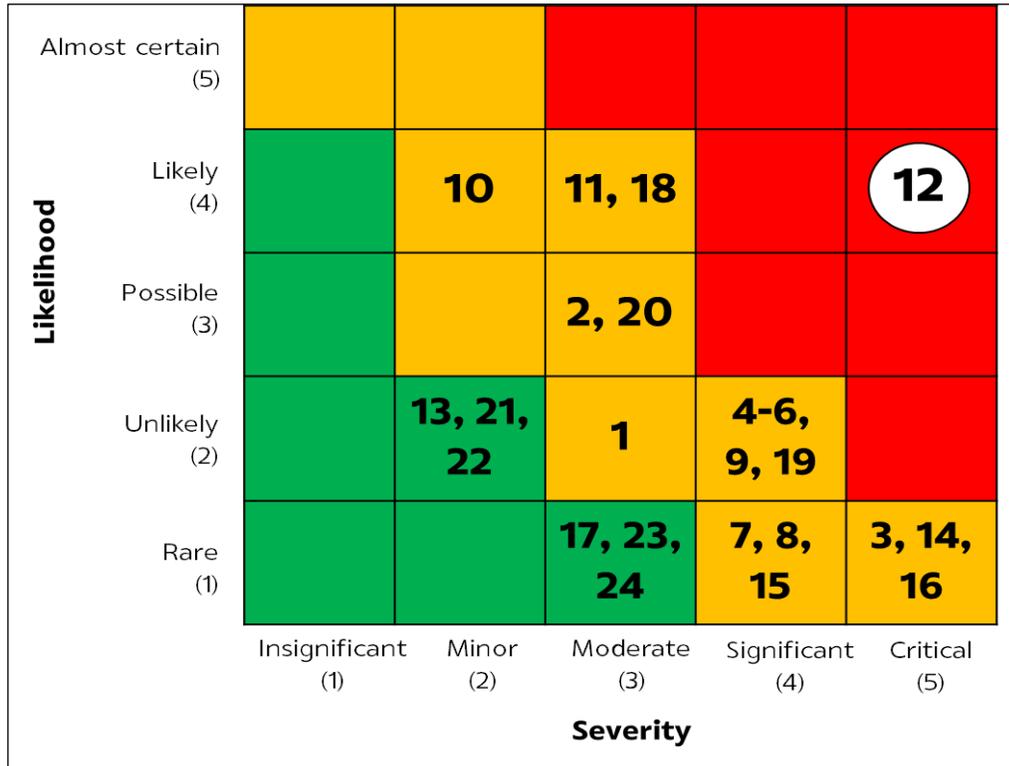
# Human Rights Due Diligence Process

SCG conducted Human Rights Due Diligence process covering every activity of SCG's business throughout the value chain including suppliers and contractors, new investments, and mergers and partnership through stakeholder engagement.



# Human Rights Salient Issues 2025

Risk mapping and salient human right issues as shown in the picture below.



**Human Rights Salient Issues**

12 Health and Safety

Human rights risks	
1. Land rights/ Forced or involuntary displacement of communities	13. Migrant workers rights
2. Environmental impacts from business areas/ activities	14. Forced labor
3. Excessive use of force by public and private security forces	15. Debt Bondage
4. Corruption	16. Human trafficking
5. Personal data protection	17. Child labor
6. Product and service safety for customers and consumers	18. Sexual harassment
7. Access to remedy	19. Non-sexual harassment
8. Sourcing from conflict-affected area	20. Discrimination
9. Rights to natural resources	21. Freedom of association and the Right to Collective Bargaining
10. Labor rights	22. Freedom of expression
11. Employment/ Working conditions	23. Rights of indigenous peoples
12. Health and Safety	24. Human rights defenders' violation

# Mitigation actions on human rights salient issues 2025

In 2025 revealed that 52 sites of own operations, contractors & tier 1 suppliers have been exposed to human rights risks. All 52 sites have been remediated and have mitigation plans in place to prevent the recurrence in the future.

Salient Human Rights Issues	Mitigation and Remediation Actions	
	Own Operations	Contractors and Suppliers
Health and Safety	<ul style="list-style-type: none"> <li>Level up the implementation of SCG Safety Framework and occupational health and safety standards in practice, both in Thailand and abroad.</li> <li>Monitor performance both lagging and leading indicators, such as near-miss incidents, unsafe actions, or conditions. Conduct root cause analysis to determine corrective and preventive measures, scale up best practices, and ensure swift communication of lesson learned to strengthen prevention in Thailand and abroad.</li> <li>Measure health and safety performance by mandating it as part of Safety Performance Management System evaluation from supervisory levels up to all executive levels.</li> <li>Apply digital technology and AI to strengthen process safety and machinery maintenance through a Unified Health Management platform, providing real-time visualization to support investment decisions, safety control, and business continuity.</li> <li>Manage fire risk systematically and level up fire drill with external parties for maximum readiness.</li> <li>Promote and instill safety culture continuously focusing on raising awareness and enhancing participation of all levels including on-site inspection aiming to seek and correct unsafe behavior to reduce work-related injury, and occupational illness and disease.</li> </ul>	<ul style="list-style-type: none"> <li>Expand traveling and transportation safety measures in Vietnam, Indonesia, Laos, and Cambodia, and monitor the installation of mandatory in-vehicle equipment such as GPS, video recording cameras, and audible warning systems.</li> <li>Apply digital technologies to enhance the efficiency of safety management, such as developing the CPAC Logistic Control Center, the Logistics Management System (LMS), and defining new alerts through ADAS/ DMS to monitor and reduce accident arising from risky driving behaviors.</li> <li>Develop a fatigue management program to control resting hours of drivers, reduce the risk of accidents, and ensure compliance with legal requirements.</li> <li>Scale up the good practices of Operational Discipline (OD) across all business units and foster a safety awareness in traveling and transportation, both on and off the job.</li> <li>Audit compliance with transportation safety standards among business partners, both domestically and internationally.</li> </ul>
No. of Sites	28	24



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