

## Human Rights Due Diligence: HRDD

TEAM Consulting Engineering and Management Public Company Limited (the “Company”) has undertaken a comprehensive monitoring and review of human rights, which is considered an integral part of the Company’s ongoing risk management process. The Company has assessed human rights risks to identify preventive measures and mitigate the potential impacts of human rights risks within its business operations and throughout value chain.

### Comprehensive Human Rights Due Diligence Process

The Company has implemented a comprehensive human rights due diligence process, as outlined below:



#### 1. Declaration of the Company's Human Rights Policy and Principles (Policy Commitment)

The Company is firmly committed to respecting human rights, ensuring that all stakeholder groups are treated fairly, equally, and with dignity. To uphold this commitment, the Company has established and published its Human Rights Policy on the official website. This policy serves as a guiding framework for all employees, suppliers, contractors, and stakeholders involved in the Company's operations throughout the value chain. The purpose of the policy is to align practices across all parties and to prevent actions that violate labor laws (such as child labor and forced labor) or infringe upon human rights. The policy is based on internationally recognized human rights principles and standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labor Organization (ILO) Core Labor Standards.

## 2. Human Rights Risk Assessment

The Company conducts thorough human rights risk assessments as part of its human rights due diligence process. The purpose of this assessment is to identify potential human rights risks and to prevent actual or potential human rights violations or other adverse impacts that may arise from the Company's operations across its value chain. In conducting these assessments, the Company also considers vulnerable groups such as forced laborers, women, children, indigenous peoples, migrant workers, third-party contract workers, and local communities that may be affected by its business activities. The human rights risk assessment is carried out through the following methods:

### 2.1 Establishing the Scope of Human Rights Risk Issues

The Company has defined the scope for assessing human rights risk issues related to its business operations by identifying affected stakeholders and actual or potential human rights issues. These cover matters related to labor, safety, child labor or forced labor, working conditions, and all forms of abuse.

### 2.2 Identification of Human Rights Risk Issues

The Company has identified human rights risk issues related to its activities throughout the value chain, as follows:

	Internal Stakeholders	External Stakeholders		
	Employee Rights	Client Rights	Rights of Suppliers and Contractors	Community and Environmental Rights
<b>Company Operational Activities</b>	<ul style="list-style-type: none"><li>• Safety, occupational health, and working environment</li><li>• Fair and humane treatment of labor</li><li>• Freedom of association</li><li>• Illegal employment</li><li>• Protection of employee personal data</li></ul>	<ul style="list-style-type: none"><li>• Health and safety</li><li>• Confidentiality of client and contractor information</li><li>• Non-discrimination against clients</li></ul>	<ul style="list-style-type: none"><li>• Non-discrimination against suppliers</li><li>• Confidentiality of supplier and contractor information</li><li>• Employment conditions</li></ul>	<ul style="list-style-type: none"><li>• Community health and safety</li><li>• Environmental impact from company operations</li></ul>
<b>Operational Activities of Partners in the Value Chain</b>		<ul style="list-style-type: none"><li>• Protection of client data privacy and confidentiality</li></ul>	<ul style="list-style-type: none"><li>• Health and safety of supplier and contractor workers</li></ul>	

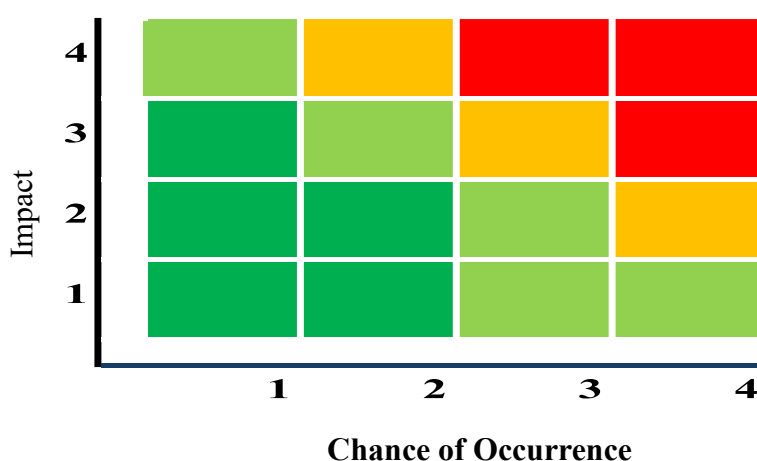
## 2.3 Risk Level Assessment

The Company has conducted a human rights risk assessment to determine the significance of human rights issues. It has established four levels of human rights risk: Low, Medium, High, and Very High. The assessment is based on two key factors, the Likelihood of occurrence and the Impact Level of the consequences. This approach enables the Company to develop appropriate strategies and mitigation measures aligned with the potential impacts that may occur simultaneously.

### Criteria for Impact and Probability Levels



### Human Rights Risk Assessment



### Risk Assessment Criteria

Level	Definition of Chance of Occurrence	Definition of Impact (people affected)	Definition of Impact (Financial Damage)
Low	Occurs no more than once per year	1–2 individuals affected	Financial loss of less than or equal to THB 100,000
Medium	Rare, but likely to occur up to twice per year	3–4 individuals affected	Financial loss between THB 100,001–300,000
High	Rare, but likely to occur up to three times per year	3–4 individuals affected	Financial loss between THB 300,001–500,000
Very High	Rare, but likely to occur up to three times per year	More than 6 individuals affected	Financial loss of more than THB 500,000

## 2.4 Prioritization of Human Rights Issues

The Company has prioritized key human rights risk issues that may have severe impacts through its related activities and business relationships. For these risks, the Company will implement appropriate remedial and preventive measures to reduce the risk level.

## 3. Integration of Actions (Integrate Finding and Take Appropriate)

After identifying high-risk human rights issues and completing the human rights risk assessment, the Company must take corrective action and manage these risks. This includes reviewing existing or potential control and mitigation measures, as well as developing additional measures to reduce the likelihood, severity, and impact of such human rights risks, which may affect stakeholders. In addition, the Company should assess the residual risks remaining after implementing human rights prevention and remediation measures in its business operations to ensure that its human rights management is effective in controlling impacts throughout the value chain.

### Risk Management Approach

Risk Issue	Risk Control and Impact Mitigation Measures
Safety, Occupational Health, and Working Environment of the Company	<ul style="list-style-type: none"><li>• Announce a policy on safety, occupational health, and working environment as a guideline for practice.</li><li>• Regularly inspect the working environment to ensure safety for employees and visitors.</li><li>• Provide regular training on safety and occupational health requirements.</li></ul>
Fair and Humane Treatment of Labor	<ul style="list-style-type: none"><li>• Announce a human rights policy as a guideline for practice.</li><li>• Establish clear operational procedures to ensure fair treatment of labor and strictly comply with relevant laws.</li></ul>
Protection of Personal Data of Employees / Clients / Suppliers and Contractors	<ul style="list-style-type: none"><li>• Announce a personal data protection policy as a guideline for practice.</li><li>• Announce an internal data usage policy as a guideline.</li><li>• Provide regular training for employees on the Personal Data Protection Act (PDPA).</li></ul>
Health and Safety of Clients / Suppliers and Contractors / Communities	<ul style="list-style-type: none"><li>• • Announce a human rights policy as a guideline for practice.</li><li>• Publish a business partner code of conduct for clients, suppliers, and contractors to acknowledge and comply with the company's intent and occupational health and safety guidelines.</li><li>• Regularly inspect the working environment to ensure safety for on-site personnel and visitors.</li></ul>
Non-Discrimination Against Clients / Suppliers	<ul style="list-style-type: none"><li>• Establish processes for selecting suppliers and monitoring supplier performance.</li></ul>
Environmental Impacts from Company Operations	<ul style="list-style-type: none"><li>• • Announce a policy on good corporate governance and business ethics as a guideline for practice.</li><li>• Comply with environmental laws and relevant regulations.</li></ul>

#### **4. Monitoring and Reporting Performance (Track and Communicate Performance)**

The Company conducts inspections and monitors the management of human rights issues in accordance with the defined scope, risk issues, and risk indicators. Specific units are assigned to report performance outcomes to the Audit Committee, the Risk Management Committee, and Executive Management to ensure that all employees recognize the importance of human rights risk issues and that the Company has a comprehensive and systematic risk management plan in place in the event of an incident.

In addition, the Company reports on its human rights performance annually through its annual report or company website and provides communication channels for all stakeholders to report any human rights violations directly to the Company.

#### **5. Remediate Adverse Impacts**

The Company has established grievance mechanisms and remediation processes for stakeholders who have been affected by human rights impacts resulting from its business activities. The following channels are available for submitting complaints or whistleblowing reports:

Contact Address: 151 Nuan Chan Road, Nuan Chan, Bueng Kum, Bangkok 10230

Contact Channels:

- 1) Suggestion and complaint drop box
- 2) Direct complaints to:
  - A trusted supervisor at any level (for employee complaints)
  - Human Resources Management Department
  - Internal Audit Department
  - Company Secretary
  - Audit Committee
  - Board of Directors
- 3) Company Website : <http://www.team.co.th>
- 4) Email: Directly to the Audit Committee at [whistle-blowing@team.co.th](mailto:whistle-blowing@team.co.th)
- 5) Postal mail: Send directly to the Board of Directors or Audit Committee at TEAM Consulting Engineering and Management Public Company Limited 151 Nuan Chan Road, Nuan Chan, Bueng Kum, Bangkok 10230

All complaints submitted through any of the available channels will be received and compiled by the Company Secretary, who is responsible for handling the complaints and forwarding them for further action.

In cases involving human rights violations, the Company will conduct a fair and transparent investigation in accordance with the procedures outlined in its policies, rules, and personnel management regulations. Appropriate disciplinary measures will be taken as specified. Furthermore, the Company will provide remedies to affected individuals through a fair and appropriate process, ensuring that relief is granted under the Company's governance framework and in accordance with legal principles.