



Human Rights Policy

TEAM Consulting Engineering and Management Public Company Limited and its Subsidiaries

TEAM Consulting Engineering and Management Public Company Limited and its subsidiaries (“the Company”) are committed to upholding and respecting human rights as a fundamental responsibility. The Company recognizes the inherent value and dignity of every individual and is dedicated to treating all stakeholders fairly and equally, without discrimination based on physical or mental differences, race, nationality, religion, gender, language, age, skin color, education, social status, or any other grounds as defined by applicable laws. In all its business operations, the Company has consistently adhered to principles of social responsibility and good corporate governance, as outlined in its Corporate Governance Policy and Code of Business Ethics.

1. Objective

The Company recognizes the importance of human rights and is committed to conducting its business with respect for the human rights of employees, clients, business partners, and all stakeholders. The Company adheres to international human rights standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the labor rights standards of the International Labour Organization (ILO).

2. Scope of the Policy

This policy applies to all levels of the Company's employees, and encourages business partners, contractors, and stakeholders involved in the Company's business operations throughout the entire value chain to ensure the consistent implementation of this policy.

3. Guidelines for Implementation

The Board of Directors, management, and employees at all levels recognize the importance of and respect for the human rights of all internal and external stakeholders. They are committed to ensuring

fair and equal treatment, protection, and respect for fundamental rights. The Company has therefore established the following guidelines:

3.1 Non-Discrimination and Equality

The Company treats all employees and stakeholders equally, without discrimination or exclusion based on race, nationality, religion, gender, language, age, disability, or any other factors unrelated to the Company's operations.

3.2 Safe Working Environment

The Company is committed to providing a safe and hygienic working environment for all employees by strictly implementing measures to prevent accidents and occupational illnesses. The workplace must be free from all forms of harassment and abuse, whether verbal, physical, gestural, or by any other means. This includes the use of force, threats, or intimidation, both physical and psychological, within the workplace.

3.3 Fair Employment

The Company ensures fair employment practices based on the principles of equality and non-discrimination. This includes fair and equal treatment in wage determination, compensation, overtime pay, employee benefits, and entitlements for employees performing similar work, in compliance with applicable labor laws. The Company also adheres to legal requirements concerning working days, working hours, employee leave, holidays, and employment conditions tailored to different labor groups. Furthermore, the Company supports human resource development based on employee qualifications and capabilities, promoting equal opportunities for career advancement.

3.4 Prevention of Child Labor and Forced Labor

The Company does not support or engage in any activities involving child labor, forced labor, or human trafficking. The Company also requires its business partners and contractors to adhere to the same principles.

3.5 Freedom of Association and Collective Bargaining

The Company respects the rights of employees to freely associate and engage in collective bargaining. It does not interfere with, obstruct, or discourage the exercise of these rights in any form.

3.6 Grievance Mechanism and Whistleblower Protection

The Company provides independent, secure, and confidential channels for employees and stakeholders to report any incidents or concerns related to human rights violations. Clear measures are in place to protect whistleblowers from retaliation, discrimination, or any form of mistreatment. Furthermore, the Company encourages feedback, suggestions, complaints, and concerns from all stakeholder groups—including internal personnel, external parties, business partners, and the general public—through designated communication channels, using this input to continuously improve its human rights policies and practices.

3.7 Environmental and Community Impact Assessment

The Company respects the rights, freedoms, and opinions of communities and is committed to conducting its business with consideration for potential negative impacts on the environment and communities. The Company listens to public concerns and supports participation in community development. To this end, the Company has established guidelines for assessing and analyzing potential human rights impacts that may arise from its projects.

3.8 Promotion of Supplier Compliance with the Company's Supplier Code of Conduct

The Company encourages its suppliers and business partners to conduct their operations in accordance with the Company's Supplier Code of Conduct. This includes promoting the adoption of appropriate policies, preventive measures, and mitigation practices to address potential human rights violations.

3.9 Protection of Personal Data of Business Partners and Clients

The Company places great importance on protecting the personal data of its business partners and clients. It operates in compliance with data security standards and relevant laws, such as the Personal Data Protection Act (PDPA), as well as the Company's own Data Protection Policy, which outlines clear guidelines and protective measures. These ensure that personal data is collected, used, and processed securely and fairly. Personal information will not be disclosed to third parties without the consent of the data owner, unless required by law.

4. Implementation and Monitoring

- 4.1 The Company will conduct reviews and monitor the management of human rights issues in accordance with defined scopes, risk factors, and risk indicators. A responsible unit will be assigned to report the performance results to the Audit Committee, the Risk Management Committee, and the Management Team to ensure that all employees place importance on human rights risk issues and that there is a comprehensive and systematic risk management plan in place, particularly in cases where incidents may affect human rights.
- 4.2 The Company will establish a comprehensive Human Rights Due Diligence process throughout the value chain to regularly monitor, review, and evaluate human rights performance. This process consists of five key components: declaring the Company's policy and principles on human rights; assessing human rights risks; integrating those considerations into operations; monitoring and reporting performance; and providing remedies for any adverse impacts.
- 4.3 To ensure effective implementation of this policy across the organization, the Company has defined the roles and responsibilities of each party as follows:
- Board of Directors: Oversees the Company's human rights policy and provides support in terms of resources and strategic direction for implementation.
 - Audit Committee: Monitors and reviews the Company's human rights practices to ensure compliance with established standards.

- Risk Management Committee: Analyzes and manages human rights risks and considers appropriate solutions to potential issues.
- Executives: Supervise the implementation of the human rights policy across departments and support employees in complying with the established guidelines.
- Responsible Units: Carry out monitoring, reporting, and implementation measures, and develop strategies to prevent and address human rights-related issues.
- Employees: Comply with the Company's human rights guidelines and report any observed human rights violations to the relevant units.

5. Policy Enforcement and Review

The Company will strictly implement this policy, including conducting risk assessments, developing preventive measures, and reviewing and updating the policy as appropriate to ensure alignment with applicable laws, international standards, and business best practices.

6. Communication and Dissemination of the Policy

The Company will continuously educate and raise awareness among employees and business partners about human rights principles and related practices. The Company will communicate and disseminate its Human Rights Policy through appropriate channels, such as meetings, internal training sessions, electronic media, official documents, and educational activities, to ensure all parties can implement the policy correctly.

7. Disciplinary Measures for Policy Violations

The Company will impose appropriate disciplinary measures in the event of a violation of the Human Rights Policy. Penalties will be determined based on the severity of the violation and may include written warnings, disciplinary action, or legal proceedings, particularly in cases of serious human rights violations.

This policy shall take effect from February 26, 2025 onwards and shall be acknowledged and observed by all employees and relevant parties.

- Rapee Phongbupakicha-

(Mr. Rapee Phongbupakicha)

Chairman of the Board of Directors