

## Human Rights Policy

Absolute Clean Energy Public Company Limited (the “Company”) has established a Human Rights Policy applicable to the Company and its subsidiaries (the “Group”) to support the effective respect for and protection of human rights throughout the organization, as follows:

### 1) Employee Rights

All employees shall be treated with respect for their inherent human dignity, ensuring equality and freedom, without discrimination on the grounds of race, nationality, religion, language, skin color, gender, age, educational background, physical condition, or social status.

Health, environmental, and occupational safety standards shall be prioritized in the workplace. This includes the provision of a safety operations manual, regular inspections to ensure compliance with these standards, and the supply of personal protective equipment to prevent accidents and injuries among workers.

Fair and equitable employment conditions shall be established, including working hours, wages, compensation, and benefits that align with industry standards. Consideration shall be given to the protection of the human rights of vulnerable groups, such as persons with disabilities and pregnant women, in order to promote a high quality of work life.

Employees have the right to freedom of association and collective bargaining to protect their rights. The Company shall continuously promote and facilitate these rights, providing avenues for dialogue and resolution through forums such as the Safety, Occupational Health, and Work Environment Committee, and the Workplace Welfare Committee.

The Company shall ensure that its business operations do not involve any human rights violations, such as the use of child labor below the legal age, forced labor, or any form of harassment, including sexual harassment, within its workforce or supply chain.

### 2) Community and Environmental Rights

The Company acknowledges the potential direct and indirect impacts of its project development and business operations on stakeholders, particularly the surrounding communities, which may affect their human rights. Consequently, the Company facilitates stakeholder participation, engaging with local communities to foster knowledge, understanding, and a platform for expressing opinions and suggestions. This engagement occurs both before and during project implementation. Adherence to the Code of Practice (CoP) is ensured, accompanied by regular inspections, monitoring, and ongoing environmental quality assessments to maintain compliance. The Company undertakes continuous monitoring efforts to address any environmental concerns that may arise. Various community development projects are also implemented to enhance the well-being of local communities, promoting sustainable business practices that contribute to community prosperity and environmental stewardship. These initiatives underscore the Company's commitment to responsible environmental and societal engagement.

### **3) Human Rights and Trading Partners/ Suppliers**

The Company supports its suppliers in adhering to the Supplier Code of Conduct, emphasizing ethical business practices. Suppliers are selected based on criteria such as financial stability, a reliable business track record, and the ability to undergo inspections. Additionally, trading partners/suppliers are encouraged to uphold and respect the human rights policies of the Company, conducting business fairly without any human rights violations while demonstrating social responsibility towards communities and the environment.

Suppliers are encouraged to provide safety training to their employees, emphasizing compliance with operational and safety manuals to ensure a strict adherence to safety protocols.

Risk assessments shall be conducted for suppliers, considering social, environmental, and governance factors. The Company expects suppliers to implement corrective measures and appropriate actions to address any human rights violations and mitigate their impacts.

### **4) Customer Rights**

The Company respects the privacy rights of customers by maintaining the confidentiality of their information and refraining from using it for personal gain and/or the benefit of related parties. Access to such information shall only be granted to authorized individuals, and any disclosure or transfer must comply with legal requirements and receive prior consent from the information owner.

The Company delivers high-quality products and services while providing customers with transparent, accurate and timely information. It upholds contractual agreements and conditions in a fair and equal manner.

The Company ensures that employees treat all customers equally and avoid discrimination, aligning with its commitment to business responsibility and respecting human rights.

The Company provides transparent channels for receiving complaints that are easily accessible to customers, along with efficient procedures for investigating, resolving, and following up on complaints.

### **5) Human Rights Due Diligence**

The Company establishes a comprehensive Human Rights Due Diligence process, which includes identifying human rights risks, assessing the severity and likelihood of potential impacts, and determining appropriate preventive and corrective measures. This process applies to the Company's operations as well as its supply chain.

### **6) Complaint Management and Remedies**

The Company promotes the monitoring of compliance with human rights requirements by encouraging the sharing of opinions and providing complaint channels for individuals who have suffered damages resulting from rights violations arising from the Group's business operations. Appropriate remedies will be provided for any identified violations. Additionally, efforts are made to enhance human rights knowledge and awareness among the Group's personnel to ensure adherence to human rights principles.

**This policy shall be effective from May 12, 2023 onwards**

**Committees**

**Absolute Clean Energy Public Company Limited**