



THORESEN THAI AGENCIES

PUBLIC COMPANY LIMITED

Human Rights and Labor Practice Policy

TTA Group respects and complies with human rights principles and regulations, including provision of protective measures and avoidance of Human Rights violation on our employees, joint ventures, business partners (suppliers, contractors, and customers) and local communities under the provision of Thai national and international laws, including other regulations, i.e., Thai Constitution, the United Nation Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, UN Global Compact Guide to Develop a Policy, and International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

TTA Group identifies and manages human rights issues, especially topics related to employees, subsidiaries, joint ventures, business partners (suppliers, contractors, and customers) and local communities where we have operations.

TTA Group Employees and TTA Subsidiaries

TTA Group employees' rights and their working conditions, as well as all subsidiaries comply with labor standards not only internationally, but also the provision of national laws where TTA Group and our subsidiaries operate. This includes compliance with TTA Group's Corporate Governance & Business Code of Conduct, Human Rights Policy. We also commit to comply with the International Labor Organization standards, such as freedom of associations, non-discrimination, refrain from using child and forced labors, and placing importance of rights of vulnerable groups, i.e. children, disabled people, pregnant women, women under breast-feeding, and minorities.

In addition, TTA Group places great importance on equal rights of women under the Convention on the Elimination of All Forms of Discrimination against Women. This includes respect of nationalities, social status, health, education, right to work, social classes, races, etc.

TTA Group intends and maintains in fair working conditions and serving as business role model in respect of human rights. This includes providing opportunities to employees in order to express their opinions on any issues, especially related issues on human rights.

Business Partners

Business partners refer to suppliers, contractors, and customers, including other organizations that are established contractual relationship with TTA Group's operations.

TTA Group expects suppliers and contractors to respect on human rights and operate their business in compliance with Supplier Code of Conduct. In addition, TTA Group urges its suppliers and contractors to express their commitment on identification, prevention, mitigation, and taking responsibility for company's collateral impacts on human rights. In case of human rights violations, TTA Group expects suppliers and contractors to develop mitigation measures to rectify and manage issue of human rights violations as appropriate.

TTA Group collaborates with customers, for instance, we provide channels for customers to give feedbacks and recommendations on any related issues and human rights issues.

Local Communities

TTA Group commits to being good neighbor and trustworthy partner with local communities. This includes provisions of channels for local communities to give feedbacks regarding our operation.

TTA Group intends to embed Human Rights Policy in all relevant functions of operations by integrating and envisaging human rights principles in TTA Group level policy and related managing frameworks. All TTA Group's business units are obliged to strictly comply with principles, especially through interaction with business partners, suppliers, contractors, customers, and local communities.

TTA Group expects all executives, employees, business partners, suppliers, and contractors to always respect and support human rights principles.

TTA Group continually monitors, verifies, and evaluates risks and impacts of human rights. We define guidelines or measures in appropriately managing risks by assigning all functions to govern and manage risks under their responsibilities.

TTA Group initiates two-way communication channel to encourage knowledge, understandings, and conduct business with respect of human rights. This includes provision of open channels for employees and stakeholders to raise their concerns, identify problems, and complain through Whistleblower system in case of incidents or misconduct of human rights violations.

(Signed)

Chalermchai Mahagitsiri

President & CEO

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