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## **Human Rights Policy**

Bangkok Aviation Fuel Services Public Company Limited (“BAFS”) operates in compliance with good corporate governance practices and develops the corporate’s Human Rights Policy in accordance with The Ten Principles of United Nations Global Compact which presents in four categories: Human Rights, Labour, Environment and Anti-corruption, ILO Declaration on Fundamental Principles and Rights at Work and Thai laws. The policy is widely applied to all the stakeholders throughout our supply chains.

### **Definition**

Human Rights are inherited rights in all human beings, disregarding any of their differences in physical appearance, thought, nationality, race, colour, gender, sexual orientation, gender identity, language, believe, education, tradition and culture, social status, possession, and other matters as prescribed by laws. In addition, all is ensured equality, freedom, and the right to protection from slavery, torture, human trafficking, any kind of abuses, forced labour and child labours, as well as the rights to freedom of expression and the right to work and receive fair compensation without discrimination.

### **Policy**

The Board of Directors, executives and all employees of BAFS Group profoundly uphold human rights principles by respecting human dignity, individual rights, freedoms and equality, disregarding any of differences in physical appearance, thought, nationality, race, colour, gender, sexual orientation, gender identity, language, believe, education, tradition and culture, social status, possession, and other matters as prescribed by laws, and complying with Thai laws and the laws of any country where the company and our affiliates located by adhering to the following:

1. Refrain from engaging in or contributing to any of human rights violations and must not disregard or overlook any instances of potential human rights violations associated with the company.
2. Strictly prohibit the employment or use of child labour in any form and promote awareness, respect, and the adherence to the principles of children’s rights and the eradication of child labour among all stakeholders throughout the supply chain.
3. Develop and execute comprehensive Human Rights Due Diligence practices (HRDD) by assigning all departments to identify risks involving human rights within their scope of responsibility and engaging with stakeholders to determine human rights issues or concerns, conduct impact assessments, establish preventive and mitigation measures, and place appropriate mechanisms for remediation and impact alleviations.
4. Ensure regularly reviewing and monitoring the compliance with the human rights policy.



5. Facilitate the communication regarding human rights policy and practices to enhance knowledge and understanding among stakeholders throughout the company's supply chain, including to promote corporate cultures in raising awareness and operating in respect to human rights.
6. Arrange whistleblowing channels for reporting concerns or grievances regarding any of human right violation and establish procedures to affirm fairness, protection and confidentiality of the whistleblowers, in accordance with the protection measures outlined in the company's Code of Conduct.
7. Conduct an annual review of the human rights policy, or as needed, to maintain alignment with legal standards, international practices, and current business environment.
8. Transparently and consistently disclose human rights execution and performance.

Effective 14 November 2024

-Signed-

Mr. Palakorn Suwanrath  
Chairman of the Board of Directors and  
Independent Director