



Document	Human Rights Policy
Document No.	PROUD/LC/POLICY015
Effective Date	1 January 2021

Human Rights Policy

Proud Real Estate Public Company Limited and its subsidiaries (the “Company”) are committed to becoming a leader in sustainable and socially responsible real estate development. The Company believes that respect for human rights and the fair and equal treatment of workers are important expectations of society and fundamental to ethical business operations. This is particularly important in labour-intensive industries, where understanding and awareness of the risks of human rights violations and unfair labour practices can help reduce impacts on business continuity. The Company therefore focuses on promoting and protecting human rights across all aspects of its operations in accordance with international standards and the principles set out in the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Declaration). The Company is committed to complying with its Code of Business Conduct and human rights policies.

Purpose

This Human Rights Policy has been established to promote respect for and support human rights across all aspects of the Company’s operations. The Company is committed to preventing and mitigating the risks of human rights violations that may arise from its business activities and to ensuring that its business operations are free from human rights violations. The Board of Directors has therefore established this Human Rights Policy and related guidelines to prevent human rights violations in all business activities, as well as among suppliers and business partners throughout the Company’s value chain.

Definitions

1. **“Human Rights”** means the fundamental rights inherent to every human being, regardless of physical or mental differences, race, nationality, place of origin, religion, gender, language, age, skin colour, education, social status, culture, or other characteristics. These rights include the rights to life and liberty, freedom from coercion or torture, education, and access to basic services.
2. **“Discrimination”** means the unequal treatment of an individual or a group of individuals without regard to their actual qualifications or characteristics. Such treatment may place them at a disadvantage in terms of opportunities, benefits, or access to resources.
3. **“Harassment”** means any act or behaviour that causes discomfort or is unwelcome to another person, whether physical or psychological, such as intimidation, defamation, or sexual harassment.
4. **“Vulnerable Group”** means individuals who face a high risk of being unable to protect their own rights and interests due to a lack of power, education, resources, strength, or other significant factors. This

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may place them in situations where their human rights are violated. Vulnerable groups may comprise women, persons with disabilities, children, indigenous peoples, migrant workers, LGBTQI+ persons, workers of business partners and suppliers, and communities in general.

Guidelines

1. Respect for Human Rights

The Company places importance on respecting human rights by treating all people with dignity and respect, whether they are stakeholders or members of vulnerable groups, without discrimination based on physical or mental characteristics, race, nationality, place of origin, ethnicity, religion, gender, language, age, skin colour, education, social status, culture, or any other status. The Company conducts its business ethically and complies strictly with labour laws. The Company does not employ workers below the legal minimum age, does not use forced labour, and is committed to fair treatment of customers, suppliers, and business partners. The Company also supports the implementation of Human Rights Due Diligence (HRDD) in accordance with international practices. The Company surveys and assesses risks relating to human rights violations in both its direct operations and its supply chain in order to identify issues and establish appropriate preventive and corrective measures.

2. Promotion of Respect for Human Rights

The Company places importance on promoting, protecting, and respecting human rights by adhering to the principle of non-discrimination and respecting diversity within the organisation. This covers the acceptance of differences in race, gender, age, and ability. The Company shall establish clear plans to create a working environment that promotes equality and helps all employees feel valued and recognise that they have an important role within the organisation. The Company also supports community participation by listening to a wide range of views from stakeholders to jointly advance sustainable development over the long term.

3. Communication and Disclosure of Information

The Company shall communicate and disclose information on the Human Rights Policy to its stakeholders through the Company's communication channels, such as the Company's website. The Company shall also provide employees with training and supporting learning materials to ensure that all employees have a clear understanding of human rights practices. In addition, the Company shall cooperate with suppliers of goods and services, contractors, and business partners to provide knowledge and promote awareness of human rights at all levels.

4. Support for Employee Rights

Document	Human Rights Policy
Document No.	PROUD/LC/POLICY015
Effective Date	1 January 2021

The Company shall support employees in fully exercising their rights as citizens under the Constitution and applicable laws. The Company shall create an environment that supports employee expression and participation in various activities without fear of retaliation or pressure, so that employees feel able to exercise their rights and express their opinions freely.

5. Recruitment

The Company places importance on selecting individuals with qualifications that meet the requirements of each position, as well as the education and experience necessary for effective job performance. The Company shall not discriminate against or exclude candidates on the basis of gender, age, race, religion, or physical limitations, in order to create a diverse and inclusive working environment.

6. Whistleblowing

The Company has established a transparent internal Whistleblower Policy to enable employees and stakeholders to report incidents or conduct that may violate human rights or the Company's Code of Conduct safely and fairly. The Company seeks to create an open environment in which opinions and concerns can be expressed without fear of retaliation or pressure from persons in positions of authority within the organisation. Whistleblowing reports shall also be handled confidentially. The Company shall protect the personal information of whistleblowers and shall not disclose any information that may identify them unless their consent has been obtained.

7. Training and Communication

The Company shall provide training and communicate information on human rights to raise awareness and promote understanding among employees. The training shall cover the prevention of discrimination, harassment, and human rights violations in the workplace so that employees can conduct themselves appropriately and ethically.

8. Human Rights Management

The Company shall continuously develop its human rights management processes from the outset of any investment or merger. The Company shall identify and assess risks and determine the groups that may be affected in order to plan and implement effective corrective and preventive measures against human rights violations.

9. Remediation for Human Rights Violations

The Company shall establish a remediation process in cases where stakeholders' human rights are violated as a result of the Company's business operations. The process shall be fair, effective, and



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appropriate. Follow-up and evaluation shall be conducted to ensure that affected persons receive prompt assistance.

Monitoring and Policy Review

To ensure that the Human Rights Policy is implemented effectively, the Company shall conduct risk assessments, review the effectiveness of its operational processes, and monitor the implementation of the Policy to ensure strict compliance. The Company shall also regularly review and improve the Policy based on feedback from employees and stakeholders, as well as changes in applicable laws and relevant practices.

Penalties

The Company shall consider taking disciplinary action in accordance with its internal regulations where any act that violates human rights is identified. Such action shall comply with applicable laws and be fair to all parties. Depending on the circumstances, the action taken may include counselling, training, or appropriate disciplinary measures.

Issued on 1 January 2021

A handwritten signature in blue ink, appearing to read "Pumipat", is positioned above a horizontal line.

(Mr. Pumipat Sinacharoen)

Chief Executive Officer

Proud Real Estate Public Company Limited