


POLICY

Human Rights Policy

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Department: Asset and Engineering Management				

Introduction:

Banpu Power (BPP) recognizes that all human being equal in dignity, liberty and rights. We, therefore, respect and promote human rights in accordance with the principles and regulations of national and international of human rights including Universal Declaration of Human Rights (UDHR), International Labour Organization (ILO) and UN Global Compact (UNGC), the Guiding Principles on Business and Human Rights (UNGPs) to create confidence that we conduct our business with respect to human rights.

Policy Objective:

This policy aims to express the human rights policy to BPP's Top Management, employees and stakeholder (e.g. business partner, supplier, community, joint venture and third party contractors) to respect and adhere to the principles of human rights.

Policy Scope:

This policy shall be integrated and applied to BPP and its subsidiaries which BPP has management control. Moreover, this policy should be promoted to its joint ventures and throughout supply chain. In implementing this policy, we establish measurable indicators and Quality Assurance Review (QAR) system to monitor and review performance in order to ensure that this policy's goals and targets would be achieved. HSEC-Corporate would conduct QAR with country in every operations once in every two years.

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Policy Statement / Principles:

Human rights are the principles for every human which should be respected and protected. In holding on this respect, we;

- Respect human rights in accordance with national and international human rights principles and standards.
- Ensure that all employees and stakeholders are entitled to a fair treatment.
- Comply with local laws, regulation and traditions in regards to child labor, compulsory labor and migrant labor.
- Engage with local community including indigenous people to understand the social, culture, environment and economics in order to prevent any negative impacts that may be contributed from our activities.
- Strive to regularly conduct human rights due diligence including grievance mechanism to identify, prevent and mitigate for adverse human rights impacts.
- Develop effective communication channel for all employees, communities and stakeholders to acknowledge on human rights and to raise their concerns.
- Ensure that our business or activities are not involved with any human rights violation.

Banpu Power's human rights policy shall be applied and communicated to employees, community and all stakeholder including third party contractors and vulnerable group.

Responsibility:

- Management in all levels must hold accountability and take leadership in deploying this policy.
- Management in each country shall develop local related policy which align with this corporate policy by coordinating with HSEC Corporate.
- Every employee must be made aware of, promotes and implements this policy.
- Every employee is expected to extend the awareness and recognition of this policy to our partners, suppliers, contractors, subcontractors, customers and the communities in which we work.

Reference:

Banpu Human Rights Policy
UN Global Compact (UNGC)
UN Guiding Principles on Business and Human Rights (UNGPs)