

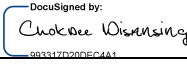
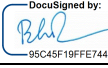



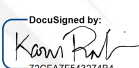


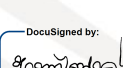


ASSET WORLD
CORPORATION

Human Resource Policy
Human Rights Policy
FOR INTERNAL USE ONLY

Policy No.	HR-2022-006	Revision No.	1
Classification	General	Effective Date	29-Jun-2022
Policy Owner			
Apply to			
Supersede			

Version History			
Version	Revision Date	Description of Change	Author
1		The First Version	Head of OD

Approved by	Printed Name	Signature	Approval Date
Policy Owner Head of Organization Development	Dr.Suebsakul Narintarangkul Na Ayudhaya	N/A	
Policy Sponsor/ CPO and Acting CHO HRC Member	Mr. Chokdee Wisansing	 DocuSigned by: Chokdee Wisansing โขคดี วิศาลสิงห์ 923317D20DFC4A4	7/24/2022
CWS and Acting CRT HRC Member	Mr. Bhima Liwlom	 DocuSigned by: Bhima Liwlom 95C45F19FFE7443...	7/25/2022
CCM HRC Member	Ms. Daphne Yuan	 DocuSigned by: Daphne Yuan เดฟเน หยวน FB083FDD88B74A7	7/27/2022
CST HRC Member	Ms. Natha Boonprasit	 DocuSigned by: Natha Boonprasit 84186B818182417...	7/24/2022
CPD HRC Member	Mr. Boon Chin Heng	 DocuSigned by: Boon Chin Heng 27F3EFA087047D	7/24/2022
CFO HRC Member	Dr. Karn Pratedwannakij	 DocuSigned by: Karn Pratedwannakij 72CEA7E543274B4	7/26/2022
CIO HRC Member	Dr. Paitoon Wongsasutthikul	 DocuSigned by: Paitoon Wongsasutthikul EBC8370E5287455	7/25/2022
CCO HRC Member	Dr. Siwate Rojanasoonthon	 DocuSigned by: Siwate Rojanasoonthon 01E72A839A294E5...	7/25/2022
CEO and President HRC Member	Mrs. Wallapa Traisorat	 DocuSigned by: Wallapa Traisorat 9190276E16D0449...	8/2/2022

BUILDING
A BETTER FUTURE



Document Title : Human Rights Policy
Document No. : HR-2022-006, Rev.01
Effective Date : 29-Jun-2022

FOR INTERNAL USE ONLY

Page 2 of 8

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

TABLE OF CONTENTS

1. Policy Purpose and Objectives	3
2. Policy Scope	3
3. Guiding Principles	3
4. Policy Implementation and Authority	4
5. Effective Date	5
6. Appendix (Definition/Template/Attachment)	5


BUILDING
A BETTER FUTURE



Document Title : Human Rights Policy
Document No. : HR-2022-006, Rev.01
Effective Date : 29-Jun-2022

FOR INTERNAL USE ONLY

Page 3 of 8

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

Human Rights Policy

1. Policy Purpose and Objectives

AWC aims to conduct business with ethic, taking responsibility to society and all stakeholders. The Company has strictly complied with laws and international standards related to Human Rights. We develop the Human Rights Policy to prevent violation of human rights in every activity of AWC.

The Human Rights Policy is established to regulate business operations to align with Human Rights Standards. The Company commits to ensure equal treatment to all people without discrimination and adhere to the AWC Business Code of Conduct. This includes the diversity and inclusion of all people regardless of gender, identity, age, culture, race, nationality, ethnicity, religion and belief, ability, appearance or physical identity, language, skin color, social status, background, and other attributes. We commit to embed this Human Rights Policy into all our areas of existing and new business operations and to support appropriate and effective mechanisms for prevention and remediation.

The objectives of this policy are:

- Defining the Human Rights guiding principles for all AWC employees to comply with.
- Ensuring fair treatment to everyone on an equal basis without discrimination.
- Avoiding any act considered a violation of Human Rights and to support Human Rights protection.
- Embedding the Human Rights Policy into all areas of our existing and new business operations.

2. Policy Scope

- This Human Rights Policy is applicable to all activities of AWC (Human Resource, business activities, products, and services) and where AWC has management control.
- The Human Rights Policy applies to all AWC employees, including those who are hired on a part-time or temporary basis.

3. Guiding Principles

3.1 All AWC employees at all levels must **respect human rights and treat each other with respect and politeness** without considering differences in physical or mental status, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, social status, political opinion, culture, tradition, or any other status.


BUILDING
A BETTER FUTURE



Document Title : Human Rights Policy

FOR INTERNAL USE ONLY

Document No. : HR-2022-006, Rev.01

Page 4 of 8

Effective Date : 29-Jun-2022

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

- 3.2 The Human Rights Policy covers various kinds of improper behaviors such as **discrimination, any form of harassment (sexual or non-sexual), bullying and other inappropriate actions.**
- 3.3 All AWC employees shall take responsibility to **prevent any risks in human rights violations** in the business. They shall receive a proper training or communication. They are to monitor and provide support to protect human rights, not ignore when they find any actions violating the Human Rights Policy.
- 3.4 The Company is to build and **promote corporate culture** aiming to respect Human Rights according to this Human Rights Policy. The company are not involved in any action or inaction that is in violation of human rights.
- 3.5 The Company shall fairly treat and **protect any reporter** who reports an individual in the Company found to violate the Human Rights Policy.
- 3.6 Any person who violates the Human Rights Policy and acts against the AWC Business Code of Conduct shall be subjected to **disciplinary action** as defined by AWC and may be subject to legal punishment if the act is against the law.
- 3.7 The Company is to fully **comply with local laws** and regulations related to Human Rights. The Company also aims to enhance its practice based on **international human rights standards.**

4. Policy Implementation and Authority

- 4.1 Manual of Authority (MOA) – Responsible committee/functions and their responsibilities
- Refer to the updated **MOA on 13 September 2021 document no. SPD-MOA-01 (12.11) Appendix 2**
 - AWC Business Code of Conduct: Treatment of Human Rights (Page 25-26)

Key Responsible Functions:

All AWC employees include AWC permanent employees and those who are hired on part-time or temporary basis as well as independent contractors.

AWC Board of Directors, AWC Chief Executive Officer and President, Chiefs of Business Units and Functions, and AWC People Managers are responsible for governing the policy and ensuring that every part of our business is clear about the responsibility to respect human rights.

Risk Management is to co-evaluate and investigate the Human Rights cases (depending on the Level of Impact according to the MOA).

Compliance is to co-evaluate and investigate the Human Rights cases (depending on the Level of Impact according to the MOA).


BUILDING
A BETTER FUTURE



Document Title : Human Rights Policy
Document No. : HR-2022-006, Rev.01
Effective Date : 29-Jun-2022

FOR INTERNAL USE ONLY

Page 5 of 8

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

Internal Audit is to co-evaluate and investigate the Human Rights cases (depending on the Level of Impact according to the MOA).

Transformation Excellence is to co-evaluate and investigate the Human Rights cases (depending on the Level of Impact according to the MOA).

4.2 Frequency of Policy Revision and Related Meetings

- This policy should be revised as per changes in business direction, laws & regulations, and HR strategy. Revision must be approved by the Human Resource Management Committee.

4.3 Steps/Processes That Relates to the Policy

4.3.1 Everyone in the Company is responsible for Human Rights and must act as whistleblowers if any inappropriate conduct or behavior against others occurred. It must be reported to HRBP for disciplinary action.

4.3.2 The person who has had their human rights violated must be protected by the AWC Business Code of Conduct. He/she can seek assistance from their direct People Manager, HRPB or report through the whistleblowing tool. The information and identity of the reporter will be protected and kept confidential.

4.3.3 A Human Rights case investigation will be organized formally or informally by the People Manager, HRBP, Risk Management Representative, and related parties, depending upon the circumstances.

4.3.4 Upon the final investigation of the Human Rights case, the accused (if guilty) shall be penalized according to the Company disciplinary procedure or the law.

4.3.5 The Company is to communicate and provide training to promote the use of the Human Rights Policy to all AWC employees.

4.4 Exceptional Case

None

5. Effective Date

The effective date of the policy will be the same date that CEO & President signed.


BUILDING
A BETTER FUTURE



Document Title : Human Rights Policy
Document No. : HR-2022-006, Rev.01
Effective Date : 29-Jun-2022

FOR INTERNAL USE ONLY

Page 6 of 8

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

6. Appendix ((Definition/ Template/ Attachment))

Appendix 1: Definition

- 1. Human Rights** are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination ([Human Rights | United Nations](#))
- 2. Workplace** means AWC's facilities and functions including, but not limited to areas such as offices, properties, restrooms, conference rooms, parking lots, and other areas within AWC properties. This will also include all off-site locations where AWC employees are required to visit for work assignments.
- 3. Discrimination** means any practice or behavior, whether intentional or not, which harms an individual or group based on prohibited grounds (for example, race, ethnicity, political affiliation, religion, gender, sexual orientation, age, marital and family status or disability) unrelated to a person's abilities. Discrimination may arise as a result of direct, indirect, differential, or unequal treatment of an individual or group of individuals.
- 4. Harassment** means improper comment or conduct that a person knows or ought to know would be unwelcome, offensive, embarrassing, or hurtful.
- 5. Sexual Harassment** means unwelcome conduct of a sexual nature that is persistent or offensive and interferes with an employee's job performance or creates an intimidating, hostile, or offensive work environment. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when, for example, a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or c) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment can be physical and psychological in nature. An aggregation of incidents can constitute sexual harassment even if one of the incidents considered on its own would not be harassing.
- 6. Bullying** means repeated inappropriate behavior, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work.


BUILDING
A BETTER FUTURE

**Document Title : Human Rights Policy****FOR INTERNAL USE ONLY****Document No. : HR-2022-006, Rev.01****Page 7 of 8****Effective Date : 29-Jun-2022**

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

Appendix 2: MOA (13 Sep 2021 Document No. SPD-MOA-01, Rev01.)**12.11 Investigation**

Authorized Item/Amount (THB) รายการ/มูลค่าที่อนุมัติได้ (บาท)	Submitted by	Supported by	Approved by
Low Level of Impact (Day-to-Day Operations/within Function)	Direct Manager	HRBP	Relevant Chief
Moderate to High Level of Impact (Cross-Function/repeated case/C-Level)	RM/TE/Compliance + HRBP	CPO + CCO + Relevant Chief	CEO & President + HRC
3 rd of Impact IA/Finding/ Whistleblower/Gross Misconduct/ CEO Level	IA + Investigation Committee	Audit Committee	Board of Director



BUILDING
A BETTER FUTURE



Document Title : Human Rights Policy
Document No. : HR-2022-006, Rev.01
Effective Date : 29-Jun-2022

FOR INTERNAL USE ONLY

Page 8 of 8

This document belongs to Asset World Corp Public Company Limited. Whole or part of this document may not be copied without prior permission.

Appendix 3: Examples of prohibited conduct

Though sexual harassment encompasses a wide range of conduct, some examples of specifically prohibited conduct include the following:

- Physical assaults of a sexual nature, such as rape, sexual battery, molestation or attempts to commit these assaults, and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, grabbing, brushing against another employee's body or poking another employee's body.
- Unwelcome sexual advances, propositions or other sexual comments, such as sexually oriented gestures, noises, remarks, jokes, or comments about a person's sexuality or sexual experience.
- Preferential treatment or promises of preferential treatment to an employee for submitting to sexual conduct, including soliciting or attempting to solicit any employee to engage in sexual activity for compensation or reward.
- Subjecting, or threats of subjecting, an employee to unwelcome sexual attention or conduct or intentionally making performance of the employee's job more difficult.
- Sexual harassment conduct takes place in the premise and by the employees of Asset World Corporation.
- Retaliation for sexual harassment complaints


BUILDING
A BETTER FUTURE