

A dark red rectangular box containing the text 'Human Right Management' in a yellow, bold, sans-serif font. The background of the entire image shows silhouettes of people's hands raised against a bright, hazy sky, with several paper pinwheels attached to sticks, some of which are being held up by the hands.



Business Responsibility to Respect Human Rights Policy

BBGI Public Company Limited has reviewed and prepared the 'Business Responsibility to Respect Human Rights Policy' to support the principles set out in the Universal Declaration of Human Rights and to affirm its commitment to compliance with the UN Global Compact, the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the OECD Guidelines for Multinational Enterprises.



To demonstrate accountability and build confidence in conducting business that respects human rights

This serves as a Policy Commitment and a comprehensive monitoring approach for Human Rights Due Diligence.



Assess impacts at every stage of business operations that affect human rights

Conduct a Human Rights Impact Assessment and establish remediation mechanisms when the Company causes or contributes to impacts.



Human Rights Remedies (Access to Remedies)

Including risk assessment and the development of indicators to assess the effectiveness of implementation across the Group companies.



And the preparation of reports for public disclosure:

This policy has been approved by the Company's Board of Directors.



More details are available at

<https://www.bbgi.com/storage/document/cg/bbgi-business-responsibility-policy-th.pdf>



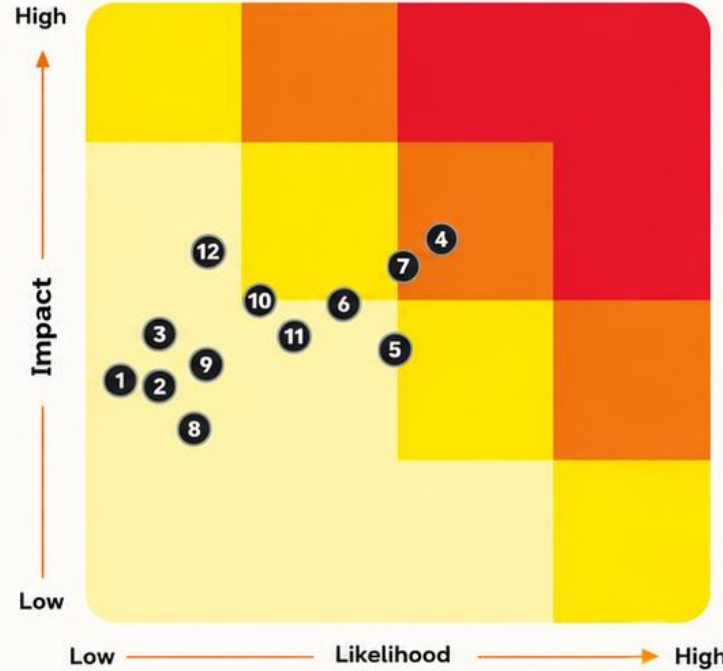


As human rights impacts may arise from the operations of many functions across the Company, the human rights risk assessment conducted each year therefore uses questionnaires completed by representatives of the functions involved in operations throughout the business process.

The routine management systems used by the Company include **ISO 9001, ISO 14001, ISO 45001, Environmental Impact Assessment (EIA)** reports, reports of the Occupational Safety, Health and Working Environment Committee, and the annual risk review process, including internal audits, with reporting and follow-up to the Company's Risk Management and Corporate Governance Committee.



Stakeholder groups that are likely to be affected by these risks include employees, trading partners / contractors, as well as farmers and workers in the supply chain who work in the area, surrounding communities, and customers.



Risk Issues

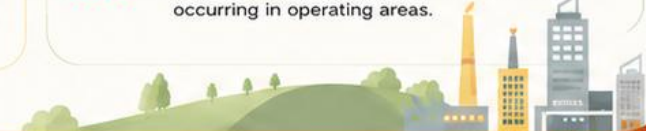
1. Equal treatment / non-discrimination
2. Compliance with labour laws; no forced labour or child labour
3. Freedom of association and collective bargaining
4. Occupational health and safety
5. Environmental and community health and safety impacts arising from the operations of suppliers / contractors in employment and procurement activities
6. Monitoring environmental impacts on water sources and natural resources
7. Vulnerable groups / older persons
8. Community factors relating to products and services
9. Access to quality products / services at reasonable prices
10. Safe products / services with reduced environmental impact
11. Safe products / services with reduced environmental impact
12. Protection of personal data

Risk Level

- Low** : Risks can be controlled and managed by the responsible function.
- Medium** : Requires attention and close monitoring.
- High** : Affects the operations of other functions; mitigation measures must be discussed and closely monitored.
- Severe** : Operations must be suspended and assistance from external parties is required in order to resolve the issue jointly with the Company.

Likelihood

- Very low** : May have occurred in the same industry, but has not occurred within the Group.
- Medium** : There is a possibility it could occur, but incidents in operating areas are very rare.
- High** : Has occurred occasionally in operating areas.
- Severe** : There is a frequent likelihood of incidents occurring in operating areas.





Risk Assessment Results and Salient Human Rights Issues

(Salient human rights issues)

The review found that the Group has risks or impacts involving human rights violations at moderate and low levels. However, when considering the human rights risks to which the Company gives particular priority as salient human rights issues, in line with the United Nations Guiding Principles on Business and Human Rights (UNGP), these are as follows:

1



Occupational Health and Safety

2



Environmental Impact Management

3



Protection of Personal Data Related to Business Operations



These three issues are risks that may arise from the Company's business operations and may lead to broad human rights impacts. In particular, occupational health and safety and environmental impact management may affect the health and safety of employees, workers in the supply chain who work in the Company's operating areas, surrounding communities, and customers. The protection of personal data related to business operations may also create risks for employees, trading partners / contractors, farmers, supply chain workers working in the area, surrounding communities, and customers.



The Company recognises that identifying salient human rights issues requires stakeholder engagement. It therefore seeks to conduct stakeholder engagement processes continuously and systematically in order to gather opinions and concerns from both internal and external stakeholders through various channels, such as consultations, surveys, and grievance mechanisms. The information received is regularly reviewed and prioritised so that risk management, prevention, and mitigation of human rights impacts are effective and aligned with international standards.



Human Right Risk Management and Mitigation Measures



The Company recognizes the importance of stakeholder engagement in the management of human rights. We provide access to affected stakeholders to participate in the formulation of policies, offer recommendations for the improvement of operations, and drive policies into practice. The Company implements operations in accordance with the business conduct policy and stakeholder engagement plan, which includes providing communication channels and engagement with stakeholders. Employees are informed of the policy and human rights aspects through internal communication, organizational communication channels, and the Company's website. We also conduct risk assessments on all 12 topics in our risk assessment matrix and follow up on their preventive measures and remedial actions. Additionally, we monitor compliance with human rights laws at our business sites, including management systems that are not less than ISO 9001, ISO 14001, ISO 45001, and Environmental Impact Assessment (EIA) reporting.



1. Risk Mitigation Measures on Human Rights in the Workplace

| Impacts | Mitigation Measures |
|---|---|
| 1. Fair and ethical treatment | <ul style="list-style-type: none"> Policy related to this issue, including stakeholder engagement in policy formulation, and the Human Rights Due Diligence (HRDD) Committee, to oversee the definition of mitigation measures, monitoring, and reviewing performance on a regular basis. |
| 2. Compliance with labor laws | <ul style="list-style-type: none"> Promote occupational health and safety and human rights of employees in accordance with laws, ISO 45001 occupational health and safety management systems, regular inspections, and continuous improvement to prevent impacts on human rights. |
| 3. Health and working environment safety | <ul style="list-style-type: none"> Operate in accordance with ISO 14001 standards and regularly report on the performance of environmental management. |
| 4. Environmental impact prevention | <ul style="list-style-type: none"> The committee oversees environmental management at the site, including joint operations, monitoring and reporting procedures, as well as advocating and providing recommendations to executives on environmental and biodiversity risks at the operational level. |
| 5. Enhancing engagement and trust | <ul style="list-style-type: none"> The Company publicly discloses personal data, and privacy policies, as well as methods for protecting personal data, in accordance with the Personal Data Protection Act B.E. 2562 (2019). |
| 6. Personal data protection | |



2. Risk Mitigation Measures on Human Rights in the Value Chain

| Impacts | Mitigation Measures |
|---|--|
| 1. Fair and ethical business conduct | <ul style="list-style-type: none"> Policy related to this issue, including stakeholder engagement in policy formulation. |
| 2. Occupational health and safety | <ul style="list-style-type: none"> To manage and adhere to ISO 45001 occupational health and safety management system standards and guidelines based on the Ministry of Industry's management system standard. |
| 3. Environmental impact management | <ul style="list-style-type: none"> Operate in accordance with ISO 14001 standards and follow up on actions to prevent and mitigate impacts on the environment. |
| 4. Customer/contractor/supplier engagement | <ul style="list-style-type: none"> Engage stakeholders in activities to create collaboration with communities through a grievance mechanism and management system and promote community development. |
| 5. Due diligence and supply chain management | <ul style="list-style-type: none"> Recruit employees based on job descriptions at the operational level. Source raw materials from farmers directly and ensure traceability to reduce environmental impacts from the use of resources at the operational level, aligning with good agricultural practices. |
| 6. Community engagement | <ul style="list-style-type: none"> Recruit and engage health volunteers and stakeholders in the local area to promote health. |



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3. Risk Mitigation Measures on Human Rights in the Value Chain

| Impacts | Mitigation Measures |
|--|---|
| 1. Anti-corruption and anti-bribery | <ul style="list-style-type: none"> Policy related to this issue, including stakeholder engagement in policy formulation and communication, as well as providing training to employees for understanding. |
| 2. Compliance with laws and regulations | <ul style="list-style-type: none"> Communicate policies/procedures/laws to contractors, employees, and suppliers through internal communication channels, ensuring that all relevant personnel attend and understand the requirements, as well as adhere to and comply with applicable laws and regulations. |
| 3. Fair and ethical business | <ul style="list-style-type: none"> Monitor and inspect contractors' operations to ensure safety, adherence to laws, and anti-corruption compliance. Provide complaint channels for stakeholders and employees, including appropriate remediation measures for violations of laws, regulations, and human rights, in a fair and non-discriminatory manner. |
| 4. Protection of customer information and data/user privacy | <ul style="list-style-type: none"> Protect the privacy of stakeholders/customers, employees, and suppliers by making customer information a top priority. |



4. Risk Mitigation Measures on Human Rights in the Value Chain

| Impacts | Mitigation Measures |
|--|---|
| 1. Non-discrimination in employment | <ul style="list-style-type: none"> Policy related to this issue, including stakeholder engagement in policy formulation and communication. |
| 2. Access to quality products/services at fair prices | <ul style="list-style-type: none"> Adhere to ISO 9001 quality management system standards. Products are of good quality at fair prices. Ensure effective product distribution. |
| 3. Provision of safe products/services | <ul style="list-style-type: none"> Operate in accordance with customer/contractor health and safety management. |
| 4. Protection of personal data | <ul style="list-style-type: none"> The Company publicly discloses personal data and privacy policies, as well as methods for protecting personal data, in accordance with the Personal Data Protection Act B.E. 2562 (2019). |



Whistleblowing and Grievance Procedures



The Company has established channels for stakeholders (both internal and external) and related parties to report any allegations or to seek clarification regarding the confidentiality of the reporter's data. The Company guarantees the confidentiality of all provided information and will ensure that the information is kept secure and used solely for the purpose of investigating the allegations. Additionally, the Company has clearly defined the process for investigations, responsible parties, data collection and analysis, as well as monitoring and evaluation. The Company uses the **Whistleblowing and Human Rights Complaint Channel** for all human rights issues.

1 Submit a Complaint via the Following Channels



Contact: Internal Audit Unit

Address: 2098 M Tower Building,
5th Floor, Sukhumvit Road,
Phra Khanong Tai, Phra Khanong,
Bangkok 10260 Thailand.



Submit via Email: ia@bbgigroup.com



Telephone: 02-335-8673



Website:
www.bbgigroup.com > About Us >
[Whistleblowing and Human Rights Complaint Channel](#)



The Company is committed to protecting whistleblowers and their confidentiality to ensure that the investigation is conducted fairly, transparently, professionally, and independently.





Human Rights Management Approach



In addition to protecting human rights, the Company engages stakeholders (both internal and external) and related parties in the risk assessment process, and establishes key performance indicators to measure and assess the effectiveness of human rights management. The Company discloses and reports the outcomes to stakeholders on a regular basis, and continues to improve and develop the process to ensure it is effective, efficient, and aligned with international standards.



Should the Company's business operations impact human rights, the Company will take appropriate remedial actions and provide access to effective remedies or compensation to those affected (**Access to remedies**). In addition, the Company will promote and raise awareness of human rights and assess the effectiveness of human rights management. The Company takes into account the human rights of all stakeholders throughout the value chain, while also disclosing information transparently, effectively, and in accordance with the context and human rights.



The Company regularly reports on incidents to the Risk Management Committee, and uses this information to develop human rights management plans. The Company provides training and communication for employees to ensure understanding and awareness of human rights. In the event of any human rights violations or non-compliance, the Company has established a **grievance mechanism**, in accordance with its internal policy and relevant laws and regulations, including legal remedies.



Building trust in all groups of stakeholders is essential to creating a culture of respect for human rights. Together with the Company's business partners, stakeholders (both internal and external) are encouraged to report any human rights violations promptly via the **Whistleblowing and Human Rights Complaint Channel**, to ensure that the Company can promptly investigate, take appropriate remedial actions, and prevent and mitigate any potential impact, in accordance with the relevant laws and regulations, including legal remedies.





1. Establishment of Business Ethics and Code of Conduct to be a framework that all executives and employees must adhere to:

- **Supplier Code of Conduct:** Business partners must “commit” to conducting business in accordance with these principles to ensure non-discrimination in employment, fair and equitable treatment of employees, and a safe and healthy workplace.
<https://www.bbgigroup.com/storage/document/cg/supplier-code-of-conduct-for-sustainable-business-development-th.pdf>
- **Employee Code of Conduct:** Employees must strictly comply with the principles and guidelines as outlined.
<https://www.bbgigroup.com/storage/document/sustainability/cg-and-coc-manual-en.pdf>



2. Human Rights Policy: The Company has publicly disclosed its human rights policy on the Company’s website or in the annual report (56-1 One Report) to demonstrate accountability in human rights management.

<https://www.bbgigroup.com/storage/document/cg/bbgi-business-responsibility-policy-en.pdf>



3. Training & Engagement: Employees are trained to understand human rights.



4. Whistleblowing: Stakeholders are informed that they can report human rights concerns through the following channels.

1) Submit via the Following Channels



Contact: Internal Audit Unit

Address: 2098 M Tower Building,
5th Floor, Sukhumvit Road,
Phra Khanong Tai, Phra
Khanong, Bangkok 10260
Thailand.



1) Submit via Email: ia@bbgigroup.com



2) Telephone: 02-335-8673



3) Website:

www.bbgigroup.com > About Us > Whistleblowing Channel



For more details

https://www.bbgigroup.com/storage/document/cg/bbgi-whistle-blowing_policy-th.pdf





THANK YOU

bbgi

BIOTECHNOLOGY BEYOND BIOPOWER

บีบีจีจะก้าวต่อไปจากฐานที่มั่นคงในการเป็นผู้นำด้านพลังงานชีวภาพเพื่อเพิ่มขีดความสามารถในการแข่งขันของประเทศไทย มุ่งสู่การเป็นผู้นำด้าน Biotechnology โดยการนำพื้นฐานความรู้ด้าน Biotechnology และนวัตกรรมที่เป็นมิตรกับสิ่งแวดล้อมมาสร้างนวัตกรรมด้านพลังงานชีวภาพที่ก้าวล้ำ เพื่ออนาคตที่ยั่งยืนของโลก

