

Human Rights Policy

QTC Energy Public Company Limited or “QTC” engages in electricity distribution transformers manufacturing and power businesses by adhering to social responsibility and all stakeholder groups in accordance with corporate governance principles, while emphasizing the practice of human rights in accordance with corporate philosophy, relevant laws and international practices, such as Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPs).

Therefore, to ensure that QTC's business operations are free from human rights violations, the Board of Directors deems it appropriate to define our human rights policy and practices to prevent human rights violations in the business value chain and associates.

Scope of Operations

This human rights policy applies to the Board of Directors, executives and employees, covering all business activities of QTC Energy Public Company Limited and all subsidiaries, including companies in which QTC holds shares and has management powers.

QTC expects and encourages business partners such as joint venture companies in which QTC does not have management powers, contractors, suppliers, sales and service agents, and other stakeholders in the business value chain to support and comply with this policy.

Definition

Human rights	means	The inherent rights of all human beings, regardless of their differences in physical, race, religion, ethnicity, sex, language, skin color, age, culture, social status, including the right to work, education, expression and integration, the right to life and so on; all human beings have these rights equally and without discrimination.
QTC	means	QTC Energy Public Company Limited, which includes subsidiaries and joint venture companies over which QTC has management powers.
Employees	means	QTC employees in all positions performing their duties under the employment contract.
Partners, contractors, suppliers	means	Organizations, groups of people or individuals who are responsible for procuring raw materials and services to QTC.
Sales and services representatives	means	Organizations, groups of people or individuals who sell products and services of QTC.

Policy

1. Recognizing the importance and respect for the human rights of others in all respects in accordance with local practices in society, communities, relevant laws and the Universal Declaration of Human Rights (UDHR).
2. Treat all people in accordance with the principles of human rights equally without discrimination.
3. Avoid conducting business activities that directly or indirectly affect the human rights of others, such as employees, communities, partners, contractors, suppliers, sales representatives and other stakeholders in the business value chain.
4. Support and encourage stakeholders in the business value chain to respect and comply with human rights principles.
5. Communicate and disseminate understanding of human rights practices to stakeholders in the business value chain.

Guidelines

1. Show respect for human rights by treating others fairly with dignity and respect. Do not discriminate against any person on the grounds of their racial, religious, ethnicity, color, culture, language, education, gender, age, outward or physical appearance, political opinion or social status, etc.
2. Maintain fair employment conditions and maintain a safe working environment for employees to work to their full potential by complying with relevant laws while promoting corporate well-being for employees work life balance as well as respect for their rights and freedom of expression, negotiation and integration.
3. Exercise caution in performing duties and avoid actions that may risk directly or indirectly infringing the human rights of others.
4. Do not ignore or disregard when seeing actions that constitute human rights violations related to QTC. Such actions must be reported to supervisors or through human rights complaint channels.
5. Communicate, disseminate knowledge and understanding of human rights practices. Also support and promote practicality among stakeholders in the business value chain for their participation in business operations with good governance, respect and compliance with human rights principles.
6. Establish a human right due diligence (HRDD) to identify issues, risks, impacts, plan work and formulate solutions and preventive measures, as well as mitigating any human rights impacts caused or may arise from QTC's business operations.
7. Schedule a review of human right policy and human right due diligence at least once a year for continuous process improvement and appropriateness to the situation.

Head Office :

Factory :

8. QTC directors, executives and employees who commit human rights violations are considered violators of the QTC Code of Conduct and are subject to disciplinary action in accordance with the regulations and may be subject to legal penalties, if such violations are illegal.

Complaints and Protection

1. Those who witness the acts that are considered human rights violations related to QTC can report complaints through the following channels:

- Send a letter to the Audit Committee
QTC Energy Public Company Limited
2/2 Soi Krungthep Kreetha 8 Intersection 5 Krungthep Kreetha Road, Huamark Subdistrict,
Bang Kapi District, Bangkok 10240
- Send an e-mail to audit@qtc-energy.com (Audit Committee)
- On the company's website www.qtc-energy.com



2. QTC will provide fairness and protection to persons who report human rights violations related to QTC according to measures to protect whistleblowers or complainants or those who cooperate in reporting human rights violations as specified by QTC in https://qtc-energy.com/wp-content/uploads/2021/10/01-Anti_Corruption.pdf

The Board of Directors expects that directors, executives, employees at all levels of QTC and those involved in the business value chain will give importance to and participate in the implementation of the human rights policy and relevant practices for mutual sustainability.

Mr. Krirkkrai Jirapaet

Chairman of The Board of Directors