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One of business philosophy for the Frasers Property Group (Thailand) is morality, adhering to responsibility towards society and all groups of stakeholders according to the principle of good corporate governance in the protection of human rights. This is to ensure that the business operations of the Frasers Property Group (Thailand) are free from human rights violations and strictly comply with laws, in particular, the supports and implementation according to the United Nations Global Compact (UNGC) and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as follows;

1. ILO Convention No. 29, Re: Enforcement of Labor
2. ILO Convention No. 100, Re: Equitable Compensation
3. ILO Convention No. 105, Re: Abolition of forced labor
4. ILO Convention No. 138, Re: Minimum Labor Age
5. ILO Convention No. 182, Re: Eliminating the Worst Form of Child Labor
6. ILO Convention No. 187, Re: Occupational Safety and Health

Scope

This policy has been applied to the business operations of the Frasers Property Group (Thailand), including the Business Value Chain and Joint Venture, to apply in conducting business and encouraging those involved in the supply chain of the Frasers Property Group (Thailand), to pay respects towards human rights.

Definition

The Frasers Property Group (Thailand) Group means the Frasers Property (Thailand) Public Company Limited and other companies under the Frasers Property (Thailand) Public Company Limited.

Human Rights means the fundamental rights that all human beings have adopted or have been protected from discrimination because of differences in physicals, mental, ethnics, nationality, religion, sex, language, age, skin color, education, social status or other matters according to the laws of each country and the treaties that each country has an obligation to comply with.

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The board of directors, executives and employees of the Frasers Property Group (Thailand) at all levels must recognize the importance and respects towards human rights in every aspect of every individual, as well as society and communities according to the laws of each country and the treaties in which each country has obligations to abide by, including;

1. Treating everyone according to the principle of human rights equally without discrimination.
2. Avoiding acts that violate human rights.
3. Supporting human rights
4. Communicating, disseminating, providing knowledge, understanding, setting guidelines for surveillance, and providing any other supports to those involved in business operations throughout the Business Value Chain, Supplier, Contractor, and Joint Venture in order to participate in conducting business with morality, a respect towards human rights, and treating everyone according to the principle of human rights according to this policy.

Guidelines

1. Paying respects towards human rights: treating each other with respects, honoring each other, and treating each other equally without discrimination in physicals, mentals, ethnics, nationality, religions, genders, languages, ages, skin colors, education, social status or any other matters.
2. Being cautious when performing duties to prevent the risk of human rights violations in conducting business, overseeing the matter of paying respects towards human rights.
3. Supporting the implementation to human rights protection.
4. Communicating, disseminating, providing knowledge, understanding, setting guidelines and providing any other supports to relevant parties in conducting business throughout the Business Value Chain, including Supplier, Contractor, and Joint Venture in order to participate in conducting business with morality, paying respects towards human rights, and treating everyone according to the principle of human rights in accordance with this policy.
5. Monitoring of the respects towards human rights; not neglecting or ignoring to see the actions that fall into the scope human rights violations relevant to the Frasers Property Group (Thailand). If that case was found, it must be reported to supervisors or responsible persons, together with a cooperation in the investigation of various facts. If in case of any doubts or any questions, it must be consulted with supervisor or the person in charge through various channels as specified by the Company.

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6. The Frasers Property Group (Thailand) will ensure fairness and protection of persons who report violations of human rights relating to the Frasers Property Group (Thailand) by applying protection measures for complainants or those who cooperate in reporting human rights abuses, as specified by the Frasers Property Group (Thailand) in the whistleblowing policy or complaints of corruption (Whistleblowing Policy).
7. The Frasers Property Group (Thailand) will continuously develop and implement the Due Diligence Process in order to identify the risk on human rights violations, determining the group or person affected, planning, and setting guidelines for solving and preventing human rights violations, as well as management for solving and preventing human rights abuses, and monitoring. The appropriate mitigation plan in the event of human rights violations will be also provided.
8. The Frasers Property Group (Thailand) is committed to creating and maintaining a corporate culture that is adhering to the respects towards human rights according to the human rights policy.
9. Human rights violators Is a violation of the ethics specified by the Frasers Property Group (Thailand). The disciplinary action must be considered in accordance with the regulations of the Frasers Property Group (Thailand). In addition, penalties may be imposed if such actions are illegal.

Proposed by	Agreed by	Approved by
..... (Mr. Natthapat Lodkeaw) Assistant Vice President, Corporate Human Resources (Ms. Lanchakorn Kongsakul) Senior Vice President, Corporate Human Resources (Mr. Sopon Racharaksa) President