

Betagro Human Rights Policy

1. Principles and Reasons

Betagro Group recognizes the importance of respecting human rights and the benefits of conducting business in a manner that upholds human rights. Therefore, Betagro Group has established a Human Rights Policy to be adopted and practiced by all affiliated companies. This policy is based on international human rights standards, including the Declaration on Fundamental Principles and Rights at Work by the International Labour Organization, the United Nations Global Compact, and the UN Guiding Principles on Business and Human Rights. The policy also includes implementing comprehensive human rights due diligence processes in line with the UN Guiding Principles on Business and Human Rights.

Betagro Group reserves the right to amend this policy to align with applicable laws and international standards. Any future updates will be communicated accordingly.

2. Purpose

To set guidelines and practices for managing human rights issues in accordance with international laws and standards.

3. Scope of Policy

This Policy serves as a guideline for the Company's management of human rights issues and its supply chain.

4. Definition

Policy	meaning	Betagro Human Rights Policy
Company	meaning	Betagro Public Company and affiliated companies
Employee	meaning	Employees of Betagro group
Stakeholder	meaning	Individual, organization, agency or community which Have a stake in the company's business activities
Committee	meaning	Business and Human Rights Committee
Human Rights	meaning	Human dignity, fundamental rights and freedoms that are inherent and equal Not to be discriminated against on the grounds of race, religion, sex, skin color, language, ethnicity or any other status.

5. Roles and Responsibilities

Executives, supervisors at all levels, and human resource officers Manage the implementation of policies in the company or responsible agency.

Corporate Human Resources Management Office Improve and amend policies to be in line with international standards and regulations that the company adheres to, and provide support and advice on policy implementation.

Business and Human Rights Committee Supervise and direct the Company's business activities to be in line with the policies.

6. Policy Content

6.1 Policy

Betagro Group emphasizes the importance of human rights principles and is committed to caring for all stakeholders both within the company and/or within the supply chain by treating everyone equally,

respecting, and honoring one another. The company does not support any actions that could be considered as violations of human rights. The company will focus on the following key issues:

1. The company will treat employees equally, without discrimination, and will protect employees' rights in accordance with legal requirements, including compensation, workplace safety and occupational health, and freedom of association and collective bargaining.
2. The company will not employ child labor below the legal age requirement, both within the company and in its supply chain.
3. The company will not use forced labor and will not support any actions that could be considered as holding forced labor, both within the company and in the supply chain.
4. The company will treat all stakeholders, such as customers and partners, equally without discrimination.
5. The company will respect the rights of consumers/customers.
6. The company will operate fairly with partners, maintain transparent procurement processes to promote fair competition, and require partners to adhere to human rights principles.
7. The company recognizes community rights, values hearing opinions, and supports community participation.
8. The company will establish a comprehensive human rights due diligence (HRDD) process. Upon identifying human rights risks, the company will manage them by listening and collaborating with stakeholders inside and outside the group. If human rights impacts are identified, appropriate remedies will be provided to those affected.

6.2 Guidelines

6.2.1 Establishment of Human Rights and Business Committee

Corporate Human Resources Management Office nominates employees involved in human rights issues to serve as the Human Rights and Business Committee. The term of office is two years per cycle, with approval from the MDC Group Committee or as delegated by the MDC Group Committee to another unit.

6.2.2 Implementation of Human Rights Due Diligence (HRDD)

6.2.2.1 Aligning Practices

The committee is responsible for overseeing and updating policies to ensure alignment with applicable international standards and regulations that the company adheres to. This includes reviewing practices and related policies on human rights to conform with this policy.

The committee also promotes communication of updates to employees and stakeholders both within and outside the group.

Senior management, all levels of supervisors, and HR personnel across business units are required to implement the updated policies.

6.2.2.2 Defining Scope for Identifying Human Rights Issues




Betagro Group considers human rights risks specifically related to the food, beverage, and agriculture industries as a baseline for risk assessment, evaluating both internal operations and supply chain impacts, including:

1. Child labor
2. Modern slavery, human trafficking, and forced labor
3. Workplace health and safety
4. Diversity, equality, and non-discrimination
5. Wages, working hours, and benefits
6. Freedom of association and collective bargaining
7. Land procurement and resettlement
8. Local community livelihoods
9. Consumer health risks
10. Grievance mechanisms and remedy rights
11. Privacy and personal data protection
12. Access to food and water
13. Community and social economic development
14. Health rights, food purchasing ability, and access to nutritious/healthy food

6.2.2.3 Human Rights Risk Assessment

The committee develops an annual plan to evaluate human rights risk issues within the company and/or its supply chain. This assessment utilizes data from various sources such as internal audits, media analysis, including methods like Betagro labor standard assessments, evaluating suppliers according to sustainable practices for vendors of Betagro, grievance channels, social audits, and listening to consumer voices on social media. It is essential to identify which stakeholders are affected by these activities, paying particular attention to vulnerable groups such as women, children, migrant workers, and persons with disabilities.

The committee reviews and updates the human rights risk map of Betagro Group at least once every two years. Human rights issues are categorized into three levels of significance:

- Level 1 (High Priority) : Critical issues with potentially severe impacts on affected parties, possibly unremediable. Clear distinction must be made between issues already managed and those still unaddressed.
- Level 2 (Moderate Priority) : Medium risk issues.
- Level 3 (Low Priority) : Lower risk issues.

Likelihood: Key issues or opportunities encountered

Low	Medium	High	Very Likely
It is indeed a risk issue, but it is unlikely to have an impact when considering the country's context and business relationships.	There is a low risk of impact when considering the country's context and business relationships.	The likelihood of impact is greater than not, when considering the country's context and business relationships.	Impact has already occurred, or there is a high likelihood of it occurring when considering the country's context and business relationships.

Impact: Consider the magnitude and severity of the impacts on stakeholders

Low	Medium	High	Critical
Unlikely to affect physical health / psychological harm / livelihood measures / lifestyle.	May have moderate indirect impacts on physical health / psychological harm / livelihood measures / lifestyle.	Likely to have direct impacts on physical health / lifelong psychological harm / significant changes to livelihood measures / lifestyle.	Could result in death or irreversible loss of physical or mental capacity / severely impact standards of living or lifestyle.

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Likelihood	Impact			
	Low	Medium	High	Critical
Very Likely				
High				
Medium				
Low				

The human rights risk issues are based on a framework of 24 key risks within the food, beverage, and agriculture industries, including:

1. Child labor
2. Child labor – supply chain
3. Modern slavery, human trafficking, forced labor
4. Modern slavery, human trafficking, forced labor – supply chain
5. Workplace health and safety
6. Workplace health and safety – supply chain
7. Non-discrimination
8. Non-discrimination – supply chain
9. Gender equality
10. Gender equality – supply chain
11. Wages, working hours, and benefits
12. Wages, working hours, and benefits – supply chain
13. Freedom of association and collective bargaining

14. Freedom of association and collective bargaining – supply chain
15. Land acquisition and resettlement
16. Land acquisition and resettlement – supply chain
17. Livelihood of local communities
18. Consumer health risks
19. Grievance mechanisms and remedy channels
20. Grievance mechanisms and remedy channels – supply chain
21. Privacy and personal data protection
22. Access to water and food
23. Health rights – access to nutritious/healthy food
24. Community economic development

6.2.2.4 Development of Human Rights Impact Mitigation Measures

The committee identifies responsible units for each risk and collaboratively develops mitigation measures to reduce the significance of the issues. The goal is to lower the risk level from Level 1, especially where no action has yet been taken.

6.2.2.5 Remedies in Cases of Human Rights Violations

If individuals are affected by human rights violations, the responsible unit must promptly provide remedies. The affected parties are involved in the consideration process for remedy plans. The responsible unit seeks advice from the committee and obtains approval from the relevant MDC business line before proceeding with the remedy.

Remedies can take various forms, such as apologies, restoring the original condition, recovery efforts, or compensation in monetary or non-monetary forms. A combination of these methods can be applied as appropriate. The remedy process must also include measures to prevent recurrence of the incident.

The responsible unit maintains communication with the affected individuals throughout the consideration and remedy processes.

The committee is responsible for overseeing that the processes adhere to the policy requirements.

6.2.2.6 Monitoring and Reviewing Human Rights Risks

The committee supports and reviews the implementation of the mitigation measures and reports the results to the MDC Group Committee.

6.2.3 Stakeholder Engagement

The committee oversees overall communication regarding the human rights policy and mitigation measures to stakeholders.

It also collaborates with stakeholders to listen to issues, concerns, and recommendations, which are then used for risk assessment and management.

7. Related Document (if any)

7.1 United Nations Global Compact

7.2 UN Guiding Principles on Business and Human Rights

7.3 Declaration on Fundamental Principles and Rights at Work

7.4 Betagro's Code of Conduct

7.5 Human Rights Due Diligence Final Report (2023) Betagro Group

7.6 Human Rights Risk Map of Betagro Group as of October 2023