



Human Rights policy

ALT Telecom Public Company Limited
and affiliated companies

Revision effective date: February 23, 2022
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At the meeting on February 23, 2022



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Revision/Update Status

Revision:	Effective Date	Revision Details
00	23/02/2021	New Document
01	23/02/2022	<ul style="list-style-type: none">- Add Glossary Definition- Editing Scope, Guidelines- Add a risk assessment, alert channel, or complaint



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Table of Contents

1. Principle.....	4
2. Scope	4
3. Definition.....	4
4. Guidelines.....	4
5. Risk Assessment	5
6. Reporting or complaint channels	5





Human Rights Policy

ALT Telecom Public Company Limited and affiliated companies

1. Principle

ALT Telecom Public Company Limited and affiliated companies (the “Company”) have an ideology of conducting business ethically, adhering to social responsibility and all stakeholders in accordance with the Corporate Governance Code and the Code of Conduct for the Protection of Human Rights. Therefore, the importance of promoting and protecting human rights and all stakeholders by supporting and complying with national and international laws, regulations, and standards on human rights. In particular, by supporting and complying with the UN Universal Declaration of Human Rights (UNDHR) and the ILO Declaration of Fundamental Principles and Rights at Work, the Company ensures that its business is free from human rights abuses and establishes human rights policies and practices to prevent human rights abuses in all its business activities, including Supply Chain and Business Partners.

2. Scope

This policy applies to the business of the Company and its partners and business partners to use it in business operations and encourage those involved in the supply chain to respect human rights.

3. Definition

- Human Rights refers to the fundamental right that every human being is guaranteed or protected against discrimination only because of physical or mental differences, race, nationality, religion, sex, language, age, skin color, education, social status, or any other matter, in accordance with the laws of each country and with the treaties to which each country must comply.
- Company defined as ALT Telecom Public Company Limited and affiliated companies.
- A group company defined as a limited liability company over which Telecom Public Company Limited has control or management.

4. Guidelines

To promote respect for human rights throughout the organization and ensure that all employees and all groups of stakeholders are treated, protected, and respected equally and fairly. Avoid acts that violate human rights. The company has a human rights policy. The guidelines are as follows:

- 1) Treat each other with respect, respect, and equal treatment, without distinction regarding physical, mental, racial, nationality, religion, sex, language, age, skin color, education, social status, etc.
- 2) Take precautions in performing their duties to prevent the risk of human rights violations, either from the company or those involved in business conduct, such as customers’ partners, observing respect for human rights, and reporting to superiors to prevent human rights violations.



Human Rights Policy

ALT Telecom Public Company Limited and affiliated companies

- 3) Equal treatment in all employment processes, from recruitment, remuneration, working hours and holidays, assignment, performance appraisal, training and development, progress planning, and without discrimination.
- 4) Do not use forced labor, human trafficking, or illegal child labor, including physical or psychological abuse of employees, whether by means of intimidation, detention, coercion, threats, harassment, or any form of violence.
- 5) Strictly safeguard the privacy of all groups of stakeholders, with a secure customer data storage system confidentiality measures, not pass on information without their consent, and not use the information for their own or others' benefit.

5. Risk Assessment

The company regularly monitors and evaluates human rights risks and measures and establishes guidelines or measures for proper risk management by having all agencies supervise and manage the risks that are their responsibility.

6. Reporting or complaint channels

The Board of Directors provides measures to report whistle-blowers or complaints of illegal actions, human rights codes, or behavior that may indicate corruption or misconduct of individuals in the organization, both from employees and other stakeholders, including inaccurate financial reports or defective internal control systems. In any way, the Company has provided mechanisms for protecting whistle-blowers, the complainant, and the importance of keeping the whistle-blowers confidential. The Company's Board of Directors has entrusted the Audit Committee to consider whistle-blowers, complaints, actions that may cause suspicion of corruption to the company directly or indirectly. The complainant can report to the channel as follows:

Mail ALT Telecom Public Company Limited, 52/1 Moo 5, Bangkruay - Sainoi Road, Bangsithong Subdistrict, Bangkruay District, Nonthaburi 11130

by address to the Chairman of the Audit Committee or the Audit Committee or the Secretary of the Audit Committee

Electronic mail auditcommittee@alt.co.th or directors@alt.co.th or tanyaporn_m@alt.co.th

By phone 02-863-8997

Effective February 23, 2022

(Mrs. Preeyaporn Tangpaosak)
President

ALT Telecom Public Company Limited