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Human Rights Due Diligence : HRDD



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Human Rights Due Diligence : HRDD

JAS Asset Public Company Limited has continuously strengthened its commitment following the establishment of its Human Rights Policy, which emphasizes good practices with respect for employees and the company's stakeholders. The company has progressed to conducting Comprehensive Human Rights Due Diligence (HRDD), based on the UN Guiding Principles on Business and Human Rights (UNGPs).

The assessment is structured around three dimensions:

1. Comprehensive assessment of environmental issues (Environment)
2. Comprehensive assessment of labor rights (Labor)
3. Comprehensive assessment of other human rights issues (Human Rights)

Currently, focusing solely on matters related to employees or direct stakeholders may no longer be sufficient for operating a responsible business in terms of human rights. Therefore, this comprehensive human rights due diligence checklist serves as a tool to identify relevant issues across each dimension. It helps ensure that the company's internal operations are assessed to determine:

- which areas of responsibility are being properly addressed,
- which areas require further improvement, and
- which areas have yet to be fully implemented.

Any issues that are not fully addressed may unintentionally lead to negative impacts on various groups.

Once the company becomes aware of any issues that may be causing negative impacts on any stakeholder groups, it will establish preventive measures to reduce or eliminate the possibility of recurrence. In addition, the company will define appropriate remediation measures for affected parties, providing clear operational guidance for the responsible departments.

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Scope of the Comprehensive Human Rights Management Process

1. Establish a Human Rights Policy
2. Identification of issues and assessment of potential impacts from business operations
3. Implementation of preventive and mitigation measures to address potential negative impacts
4. Auditing, monitoring of implementation, and review of identified issues
5. Stakeholder and public communication
6. Remediation and remedy for affected parties

Please refer to the link or QR code below to access the full version of the policy.

<https://www.jasasset.co.th/storage/document/cg/human-rights-policy-th.pdf>



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The severity levels of identified risk issues are categorized into four levels as follows:

1. Very High Risk (Level 4) = **Red Risk**

This refers to risks in which the company may engage in actions that violate Thai law or international laws, potentially leading to legal disputes or complaints. These may include unfair trade practices that negatively affect competitors in the same industry, constituting anti-competitive behavior, as well as human rights violations that cause severe physical or psychological harm.

2. High Risk (Level 3) = **Orange Risk**


This level refers to risks arising from business practices that violate business ethics, which may affect competitors or customers. It also includes irresponsible business conduct that negatively impacts all stakeholder groups of the company, though such actions do not yet constitute violations of Thai or international laws.

3. Medium Risk (Level 2) = **Yellow Risk**

This level refers to risks that may result in negative impacts on the company's reputation and image, leading to a loss of credibility among the public and all stakeholder groups. It may also result in missed business opportunities in both the short and long term. These issues require more time and effort to resolve or remediate compared to Level 1 risks.

4. Low Risk (Level 1) = **Green Risk**

This level refers to risks with limited or minor impacts within the organization. These issues are manageable and can be quickly addressed by the company, remaining within a controllable scope and not escalating beyond the company's ability to handle.

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Scope of Comprehensive Human Rights Due Diligence (HRDD)

1. Comprehensive assessment of environmental status (Environment)
2. Comprehensive assessment of labor rights (Labor)
3. Comprehensive assessment of other human rights (Human Rights)

The company has conducted a thorough review of operational issues across all three dimensions that may pose negative impacts—either directly or indirectly—on its stakeholder groups. This is to ensure that the company’s operations in each area do not cause adverse effects to any group of stakeholders.

In cases where the company faces challenges in fully controlling certain issues, preventive measures have been planned to minimize or eliminate the possibility of such impacts occurring. Additionally, remediation plans have been established to fairly and appropriately address any negative consequences arising from the company’s business operations.

These efforts are intended to build trust among internal personnel, the wider society, and all stakeholders, reinforcing that the company is committed to conducting its business responsibly—not solely for profit, but with genuine consideration for all involved parties.

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Risk Assessment from Human Rights Due Diligence (HRDD)

		Low	Moderate	High	Very High
		Likelihood			
Impact	Very High		R 1.3 R 3.1 R 1.4 R 3.3 R 2.2 R 3.4	R 2.6 R 3.2 R 3.9	R 2.1
	High		R 3.7 R 3.8	R 1.1 R 3.5 R 2.3 R 3.6 R 2.4	
	Moderate			R 1.2 R 1.5 R 2.5	
	Low				


Potential risk issues arising from activities not yet implemented by the company

1. Comprehensive environmental assessment

- R 1.1 Policy to support the construction or management of environmentally friendly buildings
- R 1.2 Process for collecting paper usage data across all activities to improve management efficiency
- R 1.3 Process for reviewing suppliers' environmental policies
- R 1.4 Process for auditing suppliers' quality management of waste, water, electricity, and fuel energy
- R 1.5 Environmental knowledge sessions delivered by external expert speakers

2. Comprehensive labor rights assessment

- R 2.1 Employee satisfaction assessment
- R 2.2 Process for reviewing suppliers' human rights policies
- R 2.3 Process for auditing suppliers' employee care in terms of labor, welfare, and cost of living
- R 2.4 Process for auditing suppliers' employee care in terms of safety, occupational health, and working environment
- R 2.5 Employee and labor knowledge enhancement activities beyond the standard orientation for

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new hires

R 2.6 Concrete manuals or action plans for comprehensive labor rights governance in each aspect

3. Comprehensive human rights assessment

R 3.1 Supplier Code of Conduct

R 3.2 Human rights policy supporting gender equality and gender identity that does not yet cover all company stakeholders beyond executives, employees, business representatives, and suppliers

R 3.3 Human rights policy addressing safety, occupational health, and environment that does not yet cover all company stakeholders beyond executives, employees, business representatives, and suppliers

R 3.4 Policy or guidelines established to protect and prevent child rights violations beyond issues of child labor


R 3.5 Process for reviewing suppliers' other human rights policies

R 3.6 Process for reviewing suppliers' Business Code of Conduct

R 3.7 Suppliers' policies and good practices on anti-corruption and anti-bribery


R 3.8 Process for auditing responsible operations concerning labor, society, and communities near suppliers, customers, government agencies, and other private sectors

R 3.9 Concrete manuals or action plans for comprehensive governance of other human rights aspects in each issue area

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Comprehensive environmental assessment




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Comprehensive environmental assessment


Comprehensive environmental assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
Policy / Target / Operation					
1. The company has a clearly articulated sustainability policy that comprehensively addresses environmental dimensions.	✓				
2. The company has a biodiversity policy.	✓				
3. Policy to support the construction or management of environmentally friendly buildings.				✗	
4. The company sets both short-term and long-term environmental targets, which include: 4.1. Energy management 4.2. Water management 4.3. Paper management 4.4. Sustainable waste management 4.5. Greenhouse gas management	✓				
5. The company collects monthly data on the consumption and costs of electricity, fuel, water, and waste in order to control, manage, and monitor resource use for optimal efficiency and cost-effectiveness.	✓				
6. To support the achievement of the targets under the United Nations Framework Convention on Climate Change (UNFCCC), the company has installed solar rooftop panels on the roofs of community mall buildings through a private PPA to increase the use of electricity from naturally renewable energy sources.	✓				
7. The company collects monthly waste data and calculates the greenhouse gas reduction rate using the calculation system of the Stock Exchange of Thailand, which is recognized for its reliability and accuracy.	✓				
8. The company has joined the “Care the Bear” program with the Stock Exchange of Thailand as part of its commitment to mitigating global warming by reducing greenhouse gas emissions from its various activities.	✓				
9. The company organizes waste management programs both within the organization and in collaboration with external organizations to raise employee awareness of the impacts of waste, the consequences of	✓				

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Comprehensive environmental assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
<p>improper waste management, and the benefits of proper waste separation, in order to ensure that all waste is processed through the correct waste management procedures.</p> <p>9.1. Care the Whale Project – A partnership network with the Stock Exchange of Thailand: Aiming to reduce greenhouse gas emissions through waste management under the concept of “Invisible Waste,” eliminating the notion of waste entirely.</p> <p>9.2. Invisible Glass Bottle Waste Project – In collaboration with Osotspa Public Company Limited: A project to separate glass bottle waste for recycling, including turning glass cullet into new glass bottles.</p> <p>9.3. JAS POUR THE HAUNTING Project: An acrylic painting project on cloth bags, aiming to reduce the creation of all types of plastic waste.</p>					
10. The company provides an adequate number of various types of waste bins in office areas and shopping center premises to meet the needs of employees, customers, and retail tenants.	✓				
11. The company has cleaning staff responsible for managing the daily waste volume within office areas and shopping centers to ensure that waste bins are always ready for use by employees, customers, and retail tenants.	✓				
12. The company has designated waste storage points awaiting collection by the municipality to prevent unpleasant odors, eliminate potential breeding grounds for various pathogens, and avoid adverse health impacts on employees, customers, and retail tenants.	✓				
13. The company manages wastewater through the installation of an aeration pond treatment system to ensure that the quality of discharged water meets standards and is sufficient to avoid negative impacts on communities and natural water sources.	✓				
14. The company assigns personnel to oversee the quality of the wastewater treatment system and to record data to ensure compliance with standard levels at all times.	✓				

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Comprehensive environmental assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
15. In 2023, the company replaced water faucets to improve water use efficiency and achieve greater water savings.	✓				
16. Due to the necessity for many of the company's departments, such as the construction department, to continue using large amounts of paper, the current paper reduction program remains relatively ineffective. The company is continuing to explore approaches to improve the efficiency of paper usage management in the future.			✗		
17. The company has increased green spaces around its shopping centers to create balance and enhance environmentally friendly sustainability, serving as a model project for future branches of the shopping center and demonstrating its commitment to environmentally conscious business operations by applying the principles of the SDGs.	✓				
Supplier assessment					
The company does not yet have an environmental audit process for its suppliers, including:					✗
1. Relevant environmental policies					
2. Processes for managing waste, water, electricity, and fuel energy efficiently					✗
Skills development / Activity promotion					
1. The company provides environmental education both through information presentations on various communication channels that employees can easily access and through organized activities. The objective is to raise awareness and promote the efficient use of resources, ensuring that employees consistently recognize the importance of environmental considerations.	✓				
2. The company has not yet engaged expert environmental speakers to provide in-depth knowledge to employees, aimed at helping them understand both the benefits and impacts of environmental issues and to foster awareness beyond simply receiving information.			✗		

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Comprehensive environmental assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
Communication and public disclosure					
1. The company has channels to disclose its policies, operational targets, statistical data, and environmental management information to the public.	✓				
Audit, operational monitoring, and issue review					
1. The company sets a schedule to review comprehensive environmental issues annually or whenever urgent matters require immediate review.	✓				
2. The company has personnel responsible for environmental management, including waste management, water management, paper management, and energy management. The operational team collaborates with various office departments to support environmental data, which is then used for statistical management, project development, and establishing standards for the most efficient use of resources.	✓				
3. The company has an environmental action plan in both monthly and annual formats for collecting monthly statistical data, organizing activities/projects, and continuously delivering knowledge to employees.	✓				
Preventive measures and remedial actions					
1. For environmental activities that are already effective, the company continues to maintain standards by carrying out operations consistently and remains open to new operational approaches.	✓				
2. In areas where paper management is still low, the company continues to seek methods, measures, or processes to improve the efficiency of data management and usage without neglecting this issue.	✓				
3. The company provides accessible communication channels for the public to report various issues to the company, ensuring that these channels are easy to reach and always available.	✓				

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Comprehensive environmental assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
4. The company has measures in place to provide remedial actions for stakeholders affected by the company's environmental management activities.	✓				

Environmental Performance for the Year 2023:

The company did not receive any significant environmental complaints from the communities surrounding its offices or from other stakeholder groups.

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Comprehensive labor rights assessment

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Comprehensive labor rights assessment


Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
Policy / Target / Operation					
1. The company has a human rights policy that has been formally approved, signed, and disclosed.	✓				
2. The company has issued an announcement appointing a Welfare Committee within the workplace. The purpose is to serve as a central body to collectively oversee and address significant issues on behalf of employees, ensuring that the company treats and manages employees at all levels and positions fairly and comprehensively.	✓				
3. The company has established good practice guidelines to ensure that the Welfare Committee operates impartially, safely, and effectively. Supervisors and managers are not allowed to interfere with the committee’s work without a valid reason.	✓				
4. The company specifies matters that do not support actions considered as forced labor that violate basic human rights related to freedom of work.	✓				
5. The company prohibits employing workers below the legal working age and strictly complies with this regulation.	✓				
6. The company supports the employment of women and LGBTQ+ workers to respect gender diversity. Employees, regardless of gender, receive equal pay and benefits without discrimination.	✓				
7. Pregnant female employees are allowed to continue performing their duties as usual and may use leave days and maternity leave entitlements according to the company’s regulations.	✓				
8. In recruiting and selecting new employees for all positions, the company applies equal selection criteria, focusing on the candidates’ qualifications and suitability for the job. There is no discrimination based on gender, sexual orientation, race, religion,	✓				

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Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
ancestry, skin color, physical attributes, social status, disability, or impairment.					
9. The company ensures that executives and employees at all levels, departments, and units have equal access to training, professional development, and knowledge enhancement without restriction.	✓				
10. The company conducts employee performance evaluations twice a year, using standardized forms and clearly communicating the results to employees. These evaluations highlight areas for potential improvement, recognize good performance to boost morale, and serve as a basis for considering promotions and year-end salary adjustments, thereby creating opportunities for employees' career growth.	✓				
11. The company requires supervisors to manage their subordinates fairly and inclusively, without obstructing work or discriminating against any particular employee.	✓				
12. The company promotes mutual respect among female, male, and LGBTQ+ employees, ensuring that no employee experiences discomfort due to teasing, ridicule, or devaluation based on gender or sexual orientation.	✓				
13. The company is responsible for ensuring safety, occupational health, and a proper working environment.	✓				
14. The company has a facilities management department ready to repair any office damage promptly to prevent hazards to employees, customers, and store operators.	✓				
15. The company encourages employees to follow the 5S principles—Sort, Set in order, Shine, Standardize, Sustain—at their personal workstations and departmental work areas to prevent accidents and reduce exposure to germs.	✓				
16. The company provides sufficient restrooms for employees, customers, and store operators, separated by gender, with cleaning staff to maintain hygiene and a clean working environment.	✓				

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Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
17. The company provides sufficient restrooms for employees, maintained by cleaning staff to ensure hygiene and cleanliness in the workplace at all times.	✓				
18. All company employees undergo a new employee orientation to receive information about the company and relevant employee rights to ensure no entitlements are overlooked.	✓				
19. New employees are provided with personal equipment according to their job requirements, such as computers, mobile phones, and access to company systems, to facilitate and streamline their work.	✓				
20. The company has criteria for paying overtime in departments where occasional overtime work is necessary.	✓				
21. The company sets salary structures for employees in each position, department, or unit in line with the same industry group, ensuring sufficiency for employees and their families, and provides other benefits employees are entitled to receive.	✓				
22. In cases where the company must terminate employees through no fault of their own, the company will provide advance notice, explain the reasons for termination, and provide fair compensation in accordance with the employee's entitlements.	✓				
23. The company enforces disciplinary rules, regulations, or orders fairly, without excessive restriction on employees' freedom or well-being, ensuring consistent practices, reducing disparities, and preventing unequal treatment.	✓				
24. The company informs employees of working days and hours and explains the procedures for recording working hours from the start of employment.	✓				
25. The company provides employees with at least one day off per week.	✓				
26. The company observes public holidays totaling no fewer than 13 days per year, including National Labor Day, and announces them formally to employees in advance.	✓				

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Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
27. For annual vacation leave, employees with one year of service are entitled to six days of paid vacation.	✓				
28. The company provides employees with a minimum of 60 minutes of break time during regular working hours.	✓				
29. Employees taking any type of leave in accordance with company policies continue to receive their regular wages.	✓				
30. The company clearly communicates all types of leave policies and procedures to employees to ensure they understand and can exercise their entitlements.	✓				
31. Employee salaries are paid via bank transfer to the employee's account provided to the company at the start of employment, on the last day of each month.	✓				
32. The company registers all employees under the Social Security system as required by law.	✓				
33. The company deducts employee contributions and correctly remits them to the Social Security Fund at the legally required rate.	✓				
34. The company establishes a provident fund for employees, contributing jointly to provide motivation and encourage long-term retention with the company.	✓				
35. The company has not yet implemented an employee satisfaction survey to collect direct feedback and opinions from employees.					✗
Supplier assessment					
The company does not yet have a comprehensive labor rights audit process for its suppliers, which includes the following issues:					
1. Supplier human rights policies					✗
2. Processes for auditing suppliers' employee management, including fair compensation, provision of entitled benefits, child labor, female labor, forced labor, discrimination, workforce skill development, and other related aspects				✗	
3. Processes for auditing suppliers' employee management regarding safety, occupational health, and working environment				✗	

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Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
Skills development / Activity promotion					
1. Over the past year, the company has not conducted any activities to promote knowledge related to employees and labor, including facilities and technologies that enhance employee efficiency, beyond the information provided during new employee orientation.			✗		
2. Over the past year, the company has conducted training on building regulations, including construction permits, piling approvals, and construction control, to prevent work that violates legal requirements due to lack of knowledge. This training provides employees with essential knowledge to ensure operations are carried out correctly.	✓				
3. The company organizes annual fire prevention drills and basic first aid training for employees.	✓				
4. The company promotes engagement between the company, management, and employees by organizing annual New Year activities for employees, demonstrating care for employee performance, well-being, and fostering unity within the organization.	✓				
5. The company organizes “Bid Cleaning Day” activities around the shopping center to promote cleanliness, workplace safety, and foster teamwork among employees.	✓				
Communication and public disclosure					
1. The company publicly discloses the current human rights policy for general awareness.	✓				
2. The company publicly discloses information about executives and employees, including compensation rates, employment ratios of male and female staff, provident fund participation, annual training hours, and workplace injury rates, among other details.	✓				

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Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
Audit, operational monitoring, and issue review					
1. The company sets the review period for comprehensive labor rights issues on an annual basis or whenever urgent issues require immediate review.	✓				
2. The company does not yet have a formal manual or concrete action plan for overseeing comprehensive labor rights in each specific area.					✗
Preventive measures and remedial actions					
1. For areas of comprehensive labor rights management in which the company already complies well with regulations, the company continues to maintain these standards, remaining open to new policies or approaches that could further improve the care of management and employees.	✓				
2. For the comprehensive auditing of suppliers’ labor rights, the company has set operational targets and incorporated them into the annual action plan.	✓				
3. The company has measures in place to provide remedies for management and employees affected by the company’s labor rights practices.	✓				

Human Rights Performance in 2023:

The company had no significant human rights complaints from employees or supplier companies.

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Comprehensive human rights assessment

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Comprehensive human rights assessment


Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
Policy / Target / Operation					
1. The company has a human rights policy.	✓				
2. The company has a business code of conduct (Code of Conduct) that establishes good practice guidelines for each stakeholder group.	✓				
3. The company does not yet have a Supplier Code of Conduct.					✗
4. The company has established a human rights policy that supports gender equality and sexual diversity but does not yet cover all stakeholder groups beyond executives, employees, business representatives, and suppliers.					✗
5. The company has a human rights policy addressing workplace safety, occupational health, and the working environment, but it does not yet cover all stakeholder groups beyond executives, employees, business representatives, and suppliers.					✗
6. The company emphasizes protecting customer confidentiality through a personal data protection policy (Personal Data Protection Act: PDPA) in accordance with the Personal Data Protection Act B.E. 2562, to ensure that information related to customer business activities remains confidential at all times.	✓				
7. The company prioritizes maintaining good relations with the local community, ensuring that its operations do not negatively impact the living conditions of people in nearby communities, either directly or indirectly.	✓				
8. The company specifies anti-unfair competition measures to ensure transparency in business operations, refraining from actions that violate competition laws in any department and avoiding exploitation of other related businesses, either directly or indirectly.	✓				
9. The company states that all transactions with government agencies and external organizations must strictly comply with relevant rules, regulations, and laws.	✓				

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Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
10. The company encourages all employees, at every level and position, to act as responsible citizens in accordance with legal rights.	✓				
11. The company specifies that it will not violate the intellectual property rights of others, whether personally or corporately.	✓				
12. The company emphasizes maintaining ethics toward creditors and business competitors by strictly adhering to agreements stipulated in contracts.	✓				
13. The company educates employees at all levels on anti-corruption and anti-bribery practices and incorporates these topics into its corporate training programs.	✓				
14. The company has not yet established a policy or guidelines to protect and prevent violations of children's rights beyond the issue of child labor.					✗
15. The company has a non-discrimination policy toward persons with disabilities and employs disabled or impaired workers in accordance with legal requirements.	✓				
16. The company provides appropriate facilities for persons with disabilities in its offices.	✓				
17. The company conducts customer satisfaction surveys for consumers and participants in activities within the shopping center to gather data for improving various operations.	✓				
18. The company emphasizes community engagement by organizing annual Children's Day activities, including workshops and other fun activities, free of charge.	✓				
19. The company supports education for Thai children by providing scholarships to students in areas surrounding the shopping center.	✓				
20. The company participates in social initiatives by donating essential items to underprivileged individuals through the Mirror Foundation and participating in World Anti-Drug Day campaigns with government agencies.	✓				
21. The company allocates space for selling second-hand goods to families in nearby communities to help generate income, promote sustainable consumption, and reduce waste from new products.	✓				

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Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
Supplier assessment					
The company does not yet have a comprehensive process to assess its business partners on other human rights issues, which includes the following aspects:					
1. The human rights policies of the business partners				✗	
2. The business code of conduct (Code of Conduct) of the business partners				✗	
3. The partners’ policies and best practices regarding anti-corruption and anti-bribery				✗	
4. The processes for responsible operations toward labor, society, communities near the partners, customers, government agencies, and other private sector entities				✗	
Skills development / Activity promotion					
1. During the past year, the company provided organization-wide training on anti-corruption and anti-bribery, delivered by external experts.	✓				
Communication and public disclosure					
1. Disclose the details of the Personal Data Protection Policy clearly on the company’s website.	✓				
2. The company publicly discloses the current Human Rights Policy.	✓				
3. The company publicly discloses the current Business Code of Conduct.	✓				
Audit, operational monitoring, and issue review					
1. The company sets a schedule to review issues related to other comprehensive human rights on an annual basis or whenever urgent matters require an immediate review.	✓				
2. The company does not yet have a concrete manual or action plan to oversee other comprehensive human rights in each specific area.					✗
Preventive measures and remedial actions					
1. For other comprehensive human rights, where the company already complies well with regulations, it continues to maintain operational standards consistently, without restricting policies or new approaches that could further develop responsible management toward the company’s stakeholders and ensure measurable outcomes.	✓				

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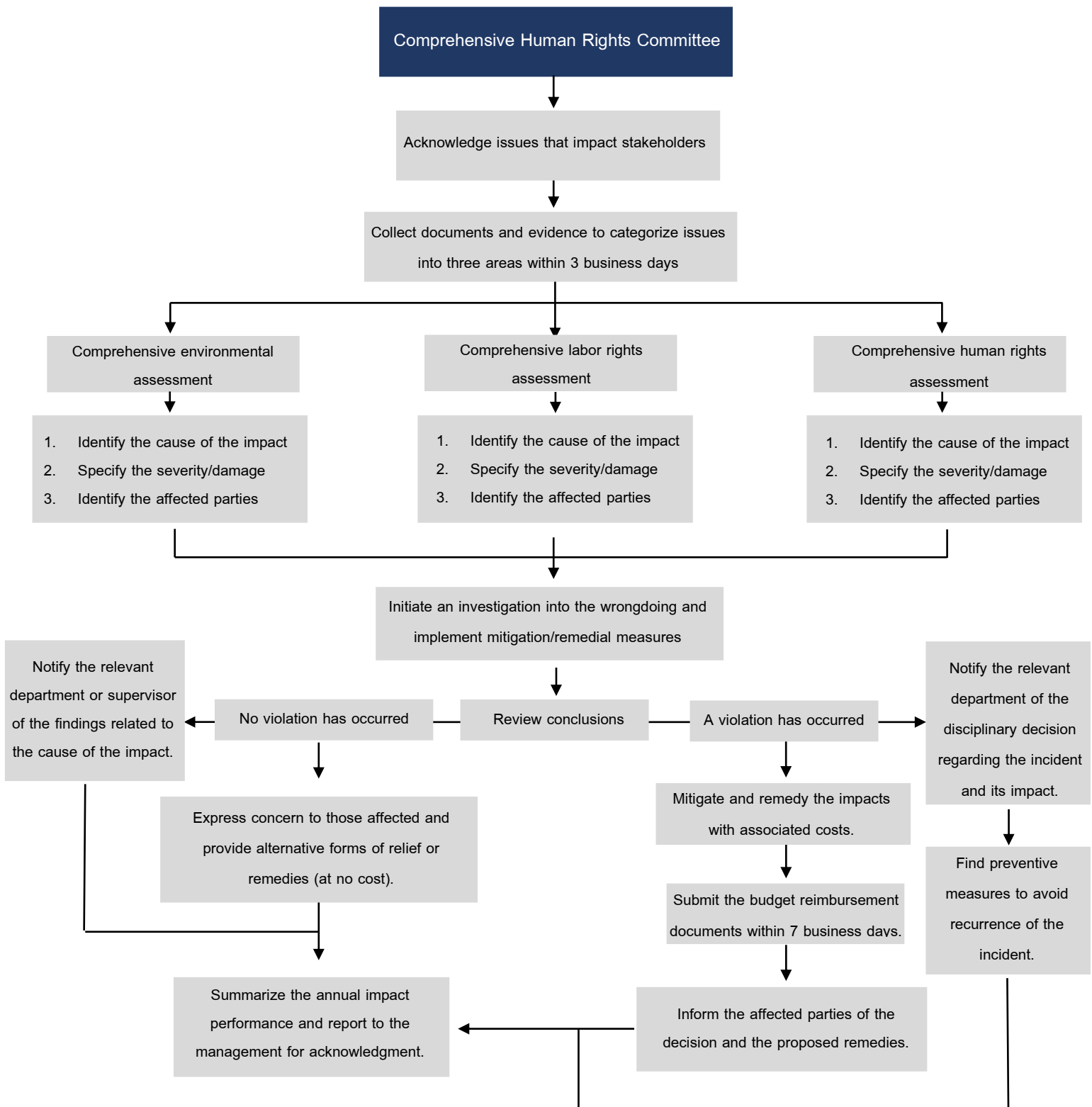
Comprehensive labor rights assessment	Operations / Risk levels				
	Have	Risk level without implementation of corrective actions			
		1	2	3	4
2. Regarding the assessment of other comprehensive human rights among business partners, the company has set operational targets and included them in the annual action plan.	✓				
3. The company has measures in place to provide remedies for executives, employees, customers, or other stakeholders affected by the company's management of other human rights issues.	✓				


Other Human Rights Performance in 2023:

The company had no significant complaints related to other human rights from stakeholders affected by the company's business operations.

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Remediation / Mitigation Process for Impacts on Comprehensive Human Rights Due Diligence (HRDD)



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Schedule for reviewing inspection issues

Assign the responsible department for this Human Rights Due Diligence (HRDD) to review and update the details of each issue to ensure they remain current with the situation, on a regular basis every two years, or whenever there is an urgent need for review. The findings shall be submitted to the Board of Directors for consideration and approval.

The policy shall be effective from May 17, 2024 onwards.



Human Rights Due Diligence : HRDD

Mr.suphot sirikulapas

Chief Executive Officer

