

Human Rights Policy

Eastern Water Resources Development and Management Public Company Limited

Eastern Water Resources Development and Management Public Company Limited (“The Company”) conducts its water resource management business to achieve sustainable growth, alongside enhancing the quality of life of stakeholders throughout the supply chain. The Company aspires to be a Good Citizen Company by operating under the principles of good corporate governance, placing importance on all stakeholder groups, ensuring that its operations do not cause adverse impacts on society and the environment, maintaining a balanced approach to safeguarding stakeholder interests, and continuously upholding respect for human rights in its business operations.

Scope of Application

This Human Rights Policy applies to all operational processes of the Company throughout the supply chain (including raw materials, core business activities, products, and services). It serves as a guideline for how the Company engages with stakeholders directly involved in its business and promotes stakeholders to support and comply with this policy. The Company regards this Human Rights Policy as an integral part of the Group’s Code of Conduct.

Definitions

Human Rights: Refers to human dignity, rights, freedoms, and equality of individuals as recognized or protected under the Constitution of the Kingdom of Thailand, applicable laws, or international treaties to which Thailand is a party and has obligations to comply (as defined in the Organic Act on the National Human Rights Commission B.E. 2560 (2017)).

The Company: Refers to Eastern Water Resources Development and Management Public Company Limited

Stakeholders: Refers to individuals or groups who are or may be directly or indirectly affected by the Company’s business operations, who have any interest in the Company’s activities, or who may influence the Company’s operations. This includes, but is not limited to, directors, board advisors, the President & Chief Executive Officer, executives, employees, shareholders, contractual parties, business partners, creditors, debtors, society, and communities along pipeline routes or surrounding water sources.

Business Partners: Refers to individuals or legal entities, including government agencies, state enterprises, or private sector organizations, with whom the Company maintains business relationships or conducts transactions involving financial or asset-related matters, such as services, purchasing, selling, contracting, financial support, technical support, or personnel support.



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Human Rights Management Process

The Company applies a comprehensive Human Rights Due Diligence (HRDD) process in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs) in its human rights operations. The process includes:

- Issuing a statement of commitment on human rights management
- Assessing human rights risks and impacts arising from business operations throughout the supply chain, including labor-related risks in both current and future projects, as well as prioritizing and regularly reviewing such risks
- Establishing measures to prevent, reduce, and mitigate potential impacts
- Monitoring and reviewing the effectiveness of mitigation measures, including ensuring respect for human rights, not neglecting or ignoring any acts that may constitute human rights violations related to the Company, reporting such cases to supervisors or responsible persons, and cooperating in investigations in accordance with the Company's complaint investigation procedures under the Group's Code of Conduct
- Managing complaints and providing remediation to affected parties in both the short and long term
 - The Company shall establish communication channels appropriate for all stakeholder groups, as well as whistleblowing and grievance channels for reporting human rights violations or discrimination arising from the impacts of the Company's business operations, including ensuring that impact assessments are conducted through whistleblowing mechanisms or other relevant channels, and that information is kept confidential in accordance with the Group's Code of Conduct
 - Supervision, follow-up actions, and remediation of impacts arising from human rights violations shall be carried out in accordance with the Company's complaint management system, as set out in the Group's Code of Conduct.
 - Any person who commits a human rights violation shall be subject to disciplinary action in accordance with the Company's regulations, as such act constitutes a breach of the Group's Code of Conduct, and may also be subject to legal penalties where applicable.
 - The Company shall ensure fairness and protection for individuals who report human rights violations related to the Company, as well as those who cooperate in reporting such violations, through whistleblower protection and complaint mechanisms (Whistleblower Policy), as set out in the Group's Code of Conduct.



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- Raising awareness among stakeholders to prevent potential human rights violations, including providing human rights training for executives and employees to ensure understanding of fundamental human rights and freedoms to which all individuals are entitled, thereby reducing risks that may lead to human rights violations in business operations
- The Company is committed to communicating, reporting, and publicly disclosing its human rights performance, including mitigation and remediation, in a complete and transparent manner.

Human Rights Policy and Commitments for All Stakeholder Groups

The Board of Directors, executives, and employees at all levels shall recognize the importance of and respect human rights in all aspects for all individuals, as well as society and communities, as follows:

1. Treat one another with respect and dignity, and ensure equal treatment without discrimination, regardless of physical or mental condition, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, sexual orientation, social status, culture, traditions, disability, or any other grounds.
2. Exercise due care in the performance of duties and avoid actions that may constitute human rights violations in order to prevent risks of human rights violations in business operations, including those arising from business-related parties, as well as monitor respect for human rights and report to supervisors to prevent any acts that may constitute human rights violations.
3. Do not use forced labor, human trafficking, or unlawful child labor, and prohibit any form of physical or psychological abuse of employees, whether through threats, unlawful detention, intimidation, harassment, abuse, or any form of violence, as well as oppose all forms of discriminatory and abusive behavior, such as teasing, violent behavior, bullying, verbal or physical harassment, and sexual harassment, and establish processes to manage issues related to bullying or harassment.
4. Respect the rights to freedom of association and collective bargaining, including compliance with local laws regarding freedom of association.
5. The Company has established a personal data protection policy and guidelines for the disclosure of stakeholder information to external individuals and organizations in order to ensure that stakeholder data is properly managed and does not violate the privacy rights of stakeholders.
6. The Company promotes and ensures safety for stakeholders throughout the supply chain by emphasizing safe working practices, a good working environment, and good health, as well as promoting stakeholder awareness through safety training and compliance with safety manuals
7. Prevent discrimination against the rights of vulnerable groups, including children, persons with disabilities, women, minorities, migrants, workers employed through third parties, indigenous peoples, local communities, LGBTQ+ individuals, the elderly, and pregnant women.



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Guidelines

The Company has established human rights guidelines based on the Universal Declaration of Human Rights (UDHR) and Thailand's National Action Plan on Business and Human Rights (NAP).

Employees and Business Activities Related to the Company

1. Ensure equal treatment throughout all employment processes, including recruitment, compensation, working hours and leave, job assignment, performance evaluation, training and development, career progression planning, and other related processes, in accordance with the principle of respect for human rights without discrimination, including compliance with local laws on minimum wage that are sufficient for living in the respective area, as well as local laws regarding working hours and overtime, while promoting employees to perform their duties within regular working hours in order to reduce excessive working hours.
2. Communicate, disseminate, and provide knowledge and understanding, and establish monitoring guidelines for stakeholders throughout the supply chain, in order to encourage participation in conducting business with integrity, respect for human rights, and fair treatment of all individuals in accordance with human rights principles, including providing employees with knowledge and understanding of labor standards.
3. Promote employees' freedom of expression and collective negotiation regarding quality of life, through welfare committee meetings within the establishment and through employee suggestion channels via complaint mechanisms, as well as jointly proposing approaches to prevent and address issues related to child labor prevention, forced labor prevention, reduction of excessive working hours, and support for living wages.
4. Provide opportunities for underprivileged individuals to be employed, including offering internship opportunities for students to gain experience in the Company's operations.

Business Partners

Business partners refer to suppliers, contractors, customers, and other organizations that have contractual relationships connected to the Company's business operations.

The Company expects its suppliers and contractors to respect human rights and comply with the principles set out in the Company's Supplier Code of Conduct, as well as the Company's Human Rights Policy. The Company also continuously communicates and provides knowledge on human rights to its suppliers and contractors, and jointly monitors operations to demonstrate commitment to responsibility for human rights impacts. In the event of human rights violations, the Company expects suppliers and contractors to have appropriate processes to address and remedy such violations. In addition, the Company provides channels to receive feedback and complaints from customers on all relevant matters, including human rights issues, and ensures the confidentiality of customers' personal data.

Local Communities and Environment

1. The Company is committed to conducting business with due consideration of environmental impacts, through preventive and mitigation measures, as well as environmental stewardship in collaboration with communities, in accordance with the Company's Sustainability Management Policy and Integrated Policy.
2. Respect children's rights in accordance with the Children's Rights and Business Principles, including promoting the development of knowledge, capabilities, and the physical and mental well-being of children.
3. The Company is committed to promoting the quality of life of communities, by providing employment opportunities for local communities and vulnerable groups (such as underprivileged individuals lacking education or formal qualifications), in order to increase income, reduce inequality, and support inclusiveness.
4. The Company supports employee participation in volunteer and social contribution activities, such as development projects, donations, and environmental initiatives.

The Board of Directors, executives, employees, and business partners must understand and comply with this policy in order to achieve its objectives and goals.

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(Mr. Bordin Udol)

President and Chief Executive Officer



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