



บริษัท ท่าอากาศยานไทย จำกัด (มหาชน)
Airports of Thailand Public Company Limited

Notification of Airports of Thailand PLC

Human Rights Policy

Airports of Thailand PLC (AOT) strives to become a leading sustainable airport business operator, by placing emphasis on the well-being of customers, business partners, employees, communities and the environment. This is achieved through comprehensive human rights due diligence to assess any potential human rights issues incurred, following AOT's operations. Notably, AOT places human rights at the utmost priority in the operations. This is explicitly stipulated in the Code of Conduct, and has been consistently upheld at AOT.

To facilitate compliance with human rights principles, AOT has stipulated its Human Rights Policy in 2018 to demonstrate the commitment in responsible and transparent business operations, as well as inclusiveness in mitigation of any human rights impacts that may arise throughout AOT's value chain.

AOT upholds and complies with international human rights laws and standards, including the International Bill of Human Rights; the Universal Declaration of Human Rights; the International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; and ILO Declaration on Fundamental Principles and Rights at Work. In parallel, AOT also adopts and implements the UN Guiding Principles on Business and Human Rights (UNGPs), particularly the "Protect, Respect, or Remedy" or Ruggie Framework. It serves as the corporate standards on human rights management to ensure standardized approach across the entire organization.

Definition

Company	refers to Airports of Thailand PLC or AOT
Subsidiaries	refer to Company Limited or Public Company Limited, in which more than 50% share is directly held by AOT, or indirectly over 50% of total shares registered
Joint venture	refers to Company Limited or Public Company Limited in which less than 50% of total shares registered is held by AOT, directly and indirectly
Employee	refers to Employee and workers in all levels of the Company
Business Partner	refers to Suppliers of products and services, including contractors and service providers
Customer	refers to Airlines, entrepreneurs, and passengers

Scope

This Human Rights Policy applies to all activities (direct activities, products and services), in our own operations of employees, customers, partners in charge of AOT, all subsidiaries and joint ventures. This policy is expected to be integrated and deployed by business partners into own operations, in conjunction to encourage participations of prioritized stakeholders in AOT supply chain to respect human rights relevant to airport business operation.

Practices (action and procedure to undertake commitment)

AOT continuously manages human rights through a human rights due diligence process, which is in direct alignment with the UN Guiding Principles on Business and Human Rights (UNGPs). AOT conducts human rights risk assessment in an appropriate timeframe, in conjunction with preparation of risk prevention and mitigation measures, providing reasonable remedies in cases of violations, monitoring and reporting performance. Additionally, AOT reviews policy commitment to ensure maximum effectiveness in human rights issues management.

The Human Rights Policy establishes that all employees and partners must have awareness on the subject, and are able to apply human rights practices into AOT's operations.

Specifically, AOT's human rights management process encompasses 4 key areas: employee rights, community and environment rights, business partner rights, and customer rights.

Employee Rights

To promote human rights principles and good practices, AOT sets policies and processes on human resource management in alignment with international standards on employee rights. This addresses decent employment conditions, monitoring of work environment to ensure employees' safety and well-being, preventing discrimination in any forms, and respecting employees' right with regards to freedom of association or collective bargaining. This is in alignment with relevant regulations and applicable guidelines of AOT.

AOT provides systematic channels for employees' grievances and recommendations. Grievances will be addressed promptly and appropriately, with remediation provided in the case of human rights violations.

Community and Environmental Rights

AOT is committed to operate businesses respectful to community and environmental rights. This was achieved through support in standard living wage, health and safety in the surrounding communities of the airports. Standards and frameworks are stipulated to ensure minimum impacts and good quality of life, in accordance to the principles of human rights.

AOT has in place the Airport Environmental Management Policy, the Environmental Master Plan, and an Environmental Operation Manual, which are in accordance with environmental laws, to guide all operations. Moreover, AOT also stipulates public participation of affected communities, as well as those whose rights are potentially impacted, conducted through public hearing and grievance mechanisms. The outcome will be applied to direct AOT's operations for efficiency and congruence with the best human rights practices.

Business Partner Rights (suppliers, sub-contractors and service providers)

AOT promotes business partners' compliance to human rights principles throughout the operations, from business partners screening, operations, and upon completion. Consideration includes decent work conditions; safe and healthy working environment; prevention against all forms of discrimination. This ensures equal opportunities for all, and prevention of illegal labor, such as child labor, slavery, migrant labor, and forced labor.

AOT sets forth expectations with regards to partners' operations, addressing protection of human rights, as well as Work Safety Instruction Manual for Contractor. This enables safety and compliance control for operations at risks, with regards to with aviation occupational health and safety laws and the regulation of International Civil Aviation Organization (ICAO).

AOT conducts regular reviews of partners to assess potential human rights impacts, and establishes mitigation measures in case of human rights violation in supply chain. Penalties have been set for partners failed to maintain compliance with guidelines, manuals or regulations regarding human rights principles in the supply chain.

Customer Rights

AOT is committed to upholding customer rights, particularly in terms of personal health and safety, as well as their respective assets. AOT seeks to prevent discrimination and protect customer privacy, which could potentially be impacted by AOT's operations.

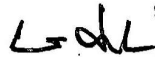
AOT adheres to the Corporate Governance Policy, Privacy Policy and Agreement for AOT official website usage, ICT Security Policies and Guidelines, and good corporate governance manual. These serve as a guideline for fair customer treatment and protect customer privacy.

AOT provides customers with systematic channels for grievance and recommendations. Grievances are swiftly and appropriately managed, with remediation provided in case of human rights violations. AOT expects customers to comply with relevant laws and regulations, in order to prevent any violations of stakeholders following the customers' activities.

Report and Disclosure

AOT is committed to report its human rights performance annually, and will publicly disclose findings in Sustainability Reports and AOT website continuously.

Announced on 1 June 2018



(Mr. Nitinai Sirismatthakarn)

President

Airports of Thailand Company Limited