

(Translation)

## Human Rights Policy

SCG aims to conduct business with ethics holding on to responsibility to society and all groups of stakeholders based on Good Corporate Governance principle and SCG Code of Conduct. As for human rights protection, SCG has strictly complied with laws and international standards especially giving support to and complying with United Nations Global Compact: UNGC and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

To ensure that SCG's business is free from human rights violation, the Board considers, therefore, it is appropriate to define the Human Rights Policy and Guidelines to prevent violation of human rights in every activity of SCG's business including Business Value Chain and Joint Venture.

### Terms for Human Rights Policy

“Human Rights” means basic rights every human being receives or from which human being is protected from discrimination due to differences in physical and mental appearances, race, nationality, religion, gender, language, age, skin, education, social status and any other factors according to laws of each country and treaty each country has commitment to comply with.

“SCG” means the Siam Cement Public Company Limited and subsidiary of the Siam Cement Company Limited based on consolidated financial statement.

### Human Rights Policy

Every member of the Board, management and SCG staff of every level shall be aware of importance of, respect human rights of every aspect of everyone and laws of every country and treaty each country is committed to and:

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- Everyone shall treat everyone following human rights principle on equal basis without discrimination.
- Everyone shall avoid any act considered violation of human rights.
- Everyone shall support human rights protection.
- Everyone shall support communication, dissemination, education, creation of understanding, defining direction, monitor and provide any support to any stakeholders in the Business Value Chain including Supplier, Contractor and those in the Joint Venture to join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.

## Guidelines

1. Everyone shall pay respect to human rights and treat each other with respect and honor on equality basis without considering differences in physical and mental appearances, race, nationality, religion, gender, language, age, skin, education, social status and any other factors.

2. Care must be taken when performing duty to prevent any risks in human rights violation in business. Everyone shall monitor and provide any support to protect human rights.

3. Everyone shall support actions to protect human rights.

4. Everyone shall support communication, dissemination, education, creation of understanding, defining direction, and provide any support to any stakeholders in the Business Value Chain including Supplier, Contractor and those in the Joint Venture to

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join the business with ethics respecting human rights and treating everyone based on the human rights principle in this policy.

5. Everyone shall monitor and provide any support to protect human rights. They shall monitor human rights respect, not ignore or pay attention when finding any action matching human rights violation relating to SCG. Report must be made to supervisor or people of responsibility on this issue. Such person shall give cooperation to any inquiry or investigation of truth. In case of any doubt or question, such person shall consult his supervisor or people of responsibility via the assigned channels.

6. SCG shall fairly treat and protect any whistleblowers of human rights violation relating to SCG by applying protection measurement for whistleblower or person giving cooperation as defined by SCG in the Whistleblower Protection Policy.

7. SCG shall continuously develop and conduct Due Diligence Process to identify risk in violation of human rights, identify group of people or person who have been impacted, plan and define corrective and preventive actions for human rights violation, resolve and prevent human rights violation problem and monitor the situation. Systematically, SCG shall periodically review the risk mapping of potential issues, and appropriate mitigation plan shall be set for human rights violation case.

8. SCG is determined to create and maintain corporate culture aiming to respect human rights according to this Human Rights Policy.

9. Any person who violates the human rights which is also acting against SCG Code of Conduct shall be considered disciplinary penalty as defined by SCG and may be subject to legal punishment if the act is against the law.

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