

**Human Rights and Labor Practices Policy**  
**TTW Public Company Limited and subsidiaries**

**Framework and Scope**

TTW Public Company Limited and its subsidiaries (the “Companies”) believe that all human beings have intrinsic value and dignity equally. Thus, the Companies pay profound respect to human rights as the fundamental virtue and coexistence. This policy is intended to apply for the business operations of the Companies including the existing subsidiaries and those which will be established in the future in either Thailand or foreign countries. This framework will be carried over to business partners to apply for business operations and encourage the participation of all stakeholders in supply chain in order to pay respect to human rights affecting the Companies in water, energy and eco-friendly businesses.

**Definition**

Company	shall mean TTW Public Company Limited
Subsidiaries	shall mean the firms that TTW Public Company Limited holds the shares and has the rights to control all management
Companies	shall mean TTW Public Company Limited and its subsidiaries
Employees	shall mean the employees of the Companies
Stakeholders	shall mean the natural and juristic persons that obtain the impact from the Companies' business operations

**Guideline**

To respect human rights throughout the Companies and ensure that all executives, employees and stakeholders will be fairly and equally treated, protected and respected, the Companies set up the guideline as follows:

1. The Companies prioritize the fundamental human rights to promote the respect for human rights and freedom by non-discrimination toward views, race, color, religion, gender, nationality, age, education, disability or any other status as human being.
2. The Companies equally treat employees in all processes from recruitment, remuneration, working hours and holidays, performance evaluation, training, individual development program and others without discrimination.

3. The Companies will not abuse of the forced labors, unlawful child labors and foreign labors including the penalties for physical assault or mental devastation whether by intimidation, detention, harassment or any type of violence.
4. The Companies will treat all employees with equality and will provide the opportunities to work under the rules, regulations, announcement, and orders that are lawful including the chance to employees to express opinion, petition, and access to the hearing process before disciplinary actions within the organization.
5. The Companies encourage all employees to exercise the rights as the citizen in accordance with constitution and other relevant laws, besides, the Companies will not violate the human rights of all stakeholders when there is a conflict or political and democratic instability.
6. The Companies and employees will not support corruption and will not participate in any activities of business partners or stakeholders in connection with violation of international human rights and corruption.