



Human Rights Assessment 2024

Human Rights Mitigation & Remediation 2024

Number of Sites with Mitigation Plans: EA has established guidance to protect and set mitigation plans for all stakeholders covering 100%.

Based on the high-level human rights risk assessment, the results were summarized as follows:

	Human Right Risk Issues	Vulnerable Group	Percentage of areas assessed in the past 3 years (2022 -2024)	Percentage of areas having a potential on high human rights risk	Percentage of risks with management plan and process in place	Mitigation measures for areas with risks
EA Group Own Operations (as a % of sites)	Child labor Risks	Woman group	100	0	100	<ul style="list-style-type: none"> - Regularly meeting minutes submitted to the Chairman of the Human Rights Committee, Energy Absolute Group. Assigned roles and responsibilities are integrated into the company's human rights processes. - Formal written procedures for human resource management have been codified. - Employees have been formally notified. - A grievance mechanism accessible via the company website has been implemented and communicated to staff; the system is secure, user-friendly, and non-discriminatory. All complaints received are disclosed in the Sustainability Report. - Training is provided to employees at all levels.
	Community Right Risks	Children and youth group				
	Supply Chain Risks	Foreign labor group				
	Environment al Risks	Permanent and temporary workers group				
	Security and Safety Risks	Disabled group				
	Gender equality	Supplier and Contractor group				
	Sexual Harassment	Partner group				
	Human trafficking	Community and Society group				
Freedom of association						
EA Group joint venture operations area (as a % of joint ventures)	Community rights	Woman group	100	0	100	<ul style="list-style-type: none"> -With written paper, create a Human Resource Management Policy & Guideline. -Announce Human Resource Management Policy & Guideline to all employee -We do not hire candidates under the age of 18. -Set up a whistleblower process and a complaint channel with easy access to collect all instances of misconduct for example Sexual harassment,Non-Sexual harassment,Discrimination. -Energy Absolute monitors the preventive human rights abused guideline and audit systems that may arise from human rights issues with appropriate procedures such as establishing clear and appropriate channels and guidelines for receiving complaints, etc - A grievance mechanism accessible via the company website has been implemented and communicated to staff of Joint Venture; the system is secure, user-friendly, and non-discriminatory.
	Supply chain	Children and youth group				
	Environment	Foreign labor group				
	Security and Safety Risks	Permanent and temporary workers group				
	Gender equality	Disabled group				
	Sexual Harassment	Supplier and Contractor group				
	Human trafficking	Partner group				
	Freedom of association	Community and Society group				
Contractors and Tier 1 Suppliers (as a % of contractors or Tier I Suppliers)	Safety and Occupational Health	Woman groupChildren and youth group Foreign labor group	100	0	100	<ul style="list-style-type: none"> - EA Group established an annual Suppliers Risk Assessment. Human Rights are important. - The assessment checklist, for example, addresses the issue of human rights. Human Rights Policy and Procedure, as well as Due Diligence, Mitigation, and Remedy Guidelines. - The Code of Conduct which is facilitated by suppliers for the internal control must be taught and practiced to all employees. - Suppliers shall set up a whistleblower process and a complaint channel with easy access to collect all instances of misconduct for example Sexual harassment,Non-Sexual harassment,Discrimination. - A grievance mechanism accessible via the company website has been implemented and communicated to staff of Contractor; the system is secure, user-friendly, and non-discriminatory.
	Employment and working environment	Disabled group				
	Community Rights	Supplier and Contractor group				
	Environment	Community and Society group				
	Gender equality					
	Sexual Harassment					
	Human trafficking					

RISK AND OPPORTUNITY ASSESSMENT														Business : Head Office		Dept./Section		Prepare by : Supawan P.		Issue date : 30 SEP 2024	
														/		HR		Approved by : Porntip.S		Revision :...00....	
Process / Activity	No.	RISK AND OPPORTUNITY ASSESSMENT			Risk Assessment						Risk Management					Effectiveness Indicators for Risk Management Measures (applicable when inherent risk levels are High and Very High)					
		Risk characteristics	Type of Risk (Risk / Opportunity)	Impact of Risk / Opportunity	Severity Criteria for Risk Evaluation	Inherent Risk			Residual Risk			Risk Response	Risk/Opportunity Management Approach	Responsible Party	Budget (THB)						
						Likelihood (L)	Impact (I)	Risk Level	Likelihood (L)	Impact (I)	Risk Level										
5. Employee Human Rights																		As a whole, a remediation framework has been established to deliver both monetary remedies (e.g., compensation payments and financial assistance) and non-monetary support (e.g., expert advice and guidance), with specialists providing recommendations and dedicated communication channels set up to systematically gather stakeholder feedback and complaints. Link > https://www.energyabsolute.co.th/pdf/corporate-on-humanrights/DueDiligenceEN.pdf			
5.1 Child labor	1	Employment of underage or forced laborers in violation of the law	Risk	Exposure to legal sanctions or regulatory penalties	4	3	3	9	Medium	2	3	6	Low	Risk Control	Define written procedures for human resource management, specifying clear employee qualifications (e.g., a minimum age of 18 years)	HR		Formal written procedures for human resource management have been codified.			
5.2 Gender equality	2	Discriminatory treatment between male and female workers	Risk	Recruitment of employees with inadequate or mismatched competencies	4	3	3	9	Medium	2	3	6	Low	Risk Control	Establish general eligibility criteria without gender restriction	HR		Employees have been formally notified.			
5.3 Sexual Harassment	3	Sexual harassment in the workplace	Risk	Increased employee distrust and deterioration of organizational reputation	6	3	3	9	Medium	2	3	6	Low	Risk Control	Implement a complaint mechanism and channels to enable victims of sexual harassment to report incidents to responsible parties for investigation.	HR		A grievance mechanism accessible via the company website has been implemented and communicated to staff; the system is secure, user-friendly, and non-discriminatory. Link > https://www.energyabsolute.co.th/complaints			
5.4 Forced labor	4	Non-compliance with legal requirements	Risk	Legal prosecution and deprivation of employee rights to well-being and fair treatment	4	2	3	6	Low	2	3	6	Low	Risk Control	Provide Code of Conduct training to all employees—covering all aspects of human rights—prior to onboarding and publish it on the company website.	HR		Training is provided to employees at all levels.			
5.5 Human trafficking	5	Non-compliance with legal requirements	Risk	Legal prosecution and deprivation of employee rights to well-being and fair treatment	4	1	3	3	Very Low	1	3	3	Very Low	Risk Control	Monitor and track the outcomes of all reported complaints.	HR		All complaints received are disclosed in the Sustainability Report.			
5.6 Freedom of association	6	Employee associations in unofficial forms	Risk	Collective actions or unionized movements resulting in operational or reputational damage	1	3	3	9	Medium	1	3	3	Very Low	Risk Control	Assign labor relations officers to engage with employees, collect their grievances, and report findings to senior management.	HR		Meeting minutes submitted to the Chairman of the Human Rights Committee, Energy Absolute Group.			
5.7 Right to collective bargaining	7	Employee associations in unofficial forms	Risk	Collective actions or unionized movements resulting in operational or reputational damage	1	3	3	9	Medium	1	3	3	Medium	Risk Control	Create an employee relations plan and establish a negotiation team.	HR		The labor relations structure has been approved by the CEO.			
5.8 Equal remuneration	8	Inappropriate or unfair remuneration	Risk	Decreased workforce productivity and operational efficiency	4	3	3	9	Medium	1	3	3	Very Low	Risk Control	Create an employee relations plan and establish a negotiation team.	HR		The labor relations plan has been approved by the CEO.			
5.9 Discrimination	9	Complaints that damage the organization's reputation	Risk	Decreased workforce productivity and operational efficiency	4	3	3	9	Medium	1	3	3	Very Low	Risk Control	(1) Define and communicate a Human Rights Policy to all employees. (2) Establish complaint channels for sexual harassment reports, pursue investigations, and sanction offenders.	HR		Documented human resource management procedures are in place.			
5.10 Communication of processes and the importance of human rights to stakeholders	10	Lack of clear accountability	Risk	Inconsistencies across definitions, stakeholder classification, and operational processes	3	3	3	9	Medium	2	2	4	Low	Risk Control	Present to the CEO a proposal from HR that clearly assigns responsible parties, delineates duties and accountabilities, and sets measurable performance targets.	HR		Responsibilities have assigned and documented in job descriptions.			
	11	Lack of stakeholder participation	Risk	Emergence of unforeseen risks due to the absence of stakeholder perspectives	3	3	3	9	Medium	2	2	4	Low	Risk Avoidance	Establish a process for soliciting feedback from all relevant stakeholders	HR		The Company established the channel for soliciting feedback.			
5.11 Monitoring and Evaluation	12	Lack of follow-up or post-action satisfaction assessment	Risk	Lack of monitoring may lead to repeated incidents or dissatisfaction among affected individuals	3	3	3	9	Medium	1	2	2	Very Low	Risk Control	Present to the CEO a proposal from HR that clearly assigns responsible parties, delineates duties and accountabilities, and sets measurable performance targets.	HR		Assigned roles and responsibilities are integrated into the company's human rights processes.			

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														Process/Activity	Approved by : Punitip S	Revision : ...00....		
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5. Human rights of trading partners																		
5.1 Gender equality	1	Discriminatory treatment between male and female workers	Risk	Recruitment of employees with inadequate or mismatched competencies.	4	3	3	9	Medium	2	3	6	Low	Risk Control	Establish general eligibility criteria without gender restriction	Procurement		Remediation measures have been defined to include both monetary and non-monetary forms. Monetary remedies encompass compensation payments and financial assistance, while non-monetary remedies include expert advice and support. Dedicated communication channels are established to collect feedback and grievances from stakeholders in a systematic manner. Link - https://www.energyabsolute.co.th/pdf/corporate/en/HumanRightsDueDiligenceEN.pdf Announcement to trading partners
5.2 Sexual Harassment	2	Sexual harassment in the workplace	Risk	Increased supplier distrust and deterioration of organizational reputation.	6	3	3	9	Medium	2	3	6	Low	Risk Control	Implement a complaint mechanism and channels to enable victims of sexual harassment to report incidents to responsible parties for investigation.	Procurement		There is a process and channel for complaints and announcements to business partners. Grievance Mechanism via website and is an accessible safe non-discriminatory system. Link - https://www.energyabsolute.co.th/complaints
5.3 Forced labor	3	Non-compliance with legal requirements	Risk	Legal prosecution and deprivation of labor of supplier rights to well-being and fair treatment.	4	2	3	6	Low	2	3	6	Low	Risk Control	Business partners are informed about the Code of Conduct, which covers all aspects of Human Rights, prior to commencement of work and on the Company's website.	Procurement		Knowledge is given to partners.
5.4 Human trafficking	4	Non-compliance with legal requirements	Risk	Legal prosecution and deprivation of employee of supplier rights to well-being and fair treatment.	4	1	3	3	Very Low	1	3	3	Very Low	Risk Control	Monitor and track the outcomes of all reported complaints.	Procurement		Public complaints reporting through sustainability reports
5.5 Freedom of association	5	Emerging risks from alternative forms of business partner consolidation	Risk	Collective actions or unionized movements resulting in operational or reputational damage.	1	3	3	9	Medium	1	3	3	Very Low	Risk Control	The delegated person went to discuss and collect various points of demands from the business partners to present to the executives.	Procurement		Meeting report to the Chairman of the Human Rights Commission, Energy Absolute Group
5.6 Discrimination	6	Complaints that damage the organization's reputation	Risk	Conflict may arise, which may cause trading partners to not agree to trade.	4	3	3	9	Medium	1	3	3	Very Low	Risk Control	1) Establish a Human Rights Policy and communicate it to business partners. 2) Establish a complaint channel so that victims of sexual harassment can report clues and lead to investigation and punishment of the perpetrators.	Procurement		There are written procedures on respecting diversity.
5.7 Communication of processes and the importance of human rights to stakeholders	7	Lack of clear accountability	Risk	Inconsistencies across definitions, stakeholder classification, and operational processes.	3	3	3	9	Medium	2	2	4	Low	Risk Control	Present to the CEO a proposal from HR that clearly assigns responsible parties, delineates duties and accountabilities, and sets measurable performance targets.	Procurement		Responsibilities have assigned and documented in job descriptions.
	8	Lack of stakeholder participation	Risk	Emergence of unforeseen risks due to the absence of stakeholder perspectives.	3	3	3	9	Medium	2	2	4	Low	Risk Avoidance	Establish a process for soliciting feedback from all relevant stakeholders	Procurement		The Company established the channel for soliciting feedback.
5.8 Monitoring and Evaluation	9	Lack of follow-up or post-action satisfaction assessment	Risk	Lack of monitoring may lead to repeated incidents or dissatisfaction among affected individuals.	3	3	3	9	Medium	1	2	2	Very Low	Risk Control	Present to the CEO a proposal from HR that clearly assigns responsible parties, delineates duties and accountabilities, and sets measurable performance targets.	Procurement		Assigned roles and responsibilities are integrated into the company's human rights processes.



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5.2 Sexual Harassment	2	Sexual harassment in the workplace	Risk	Increased joint venture reputation distrust and deterioration of organizational reputation	6	3	3	9	Medium	2	3	6	Low	Risk Control	Implement a complaint mechanism and channels to enable victims of sexual harassment to report incidents to responsible parties for investigation.	Procurement	There is a process and channel for complaints and announcements to business partners. Grievance Mechanism via website and is an accessible-safe-non-discriminatory system. Link -> https://www.energyabsolute.co.th/complaints
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5.7 Discrimination	7	Complaints that damage the organization's reputation	Risk	Conflict may arise, which may cause trading partners to not agree to trade.	4	3	3	9	Medium	1	3	3	Very Low	Risk Control	1) Establish a Human Rights Policy and communicate it to business partners. 2) Establish a complaint channel so that victims of sexual harassment can report cases and lead to investigation and punishment of the perpetrators.	Procurement	There are written procedures on respecting diversity.
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