



# Comprehensive human rights surveillance process THAIFOODS Group

## Human Rights surveillance process



Improve and Formulate  
Appropriate Policies



Human Rights Impact  
Assessment



Communicate the cultivation  
of respect for Human Rights



Follow up action



Remedies and  
Complaint channels



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## Improve and Formulate Appropriate Policies



The Company has established a human rights policy to focus on respect for human rights according to international standards, which is considered a fundamental right that "All human beings have human dignity and have equal rights and freedoms" which the company adheres to in treating all employees and stakeholders of the Company without discrimination or discrimination. This is in line with international human rights standards based on the United Nations Principles on Business and Human Rights (United Nations Guiding Principles on Business and Human Right : UNGPs). The Company realizes that the organization's finances must be based on morality, ethics and human rights in business operations. Therefore, it has always adhered to, especially human rights principles in every work process in order to avoid rights violations human, Including promoting transparency and accountability.



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## Human Rights Impact Assessment



The Company has completed the assessment to identify human rights risks that may occur in the organization. The Company will take high-risk issues into account when considering the impact on how much it affects stakeholders implement development plans and additional measures in relevant activities to reduce the severity and prevent the occurrence of such human rights risks in accordance with the following guidelines.

### **2.1 Determining the scope of Human Rights Risks**

Identification of the scope of relevant human rights issues from human rights issues review from the same business group analytical media and identifying affected groups such as women, children, migrant workers, indigenous contract workers and people with disabilities.

### **2.2 Assessment of the Level of Risk**

- Natural Risk Rating

(Risk without control/measures) of the human rights issues identified.

- Rating residual risk

(risks without controls/measures) for human rights issues identified as high risk.

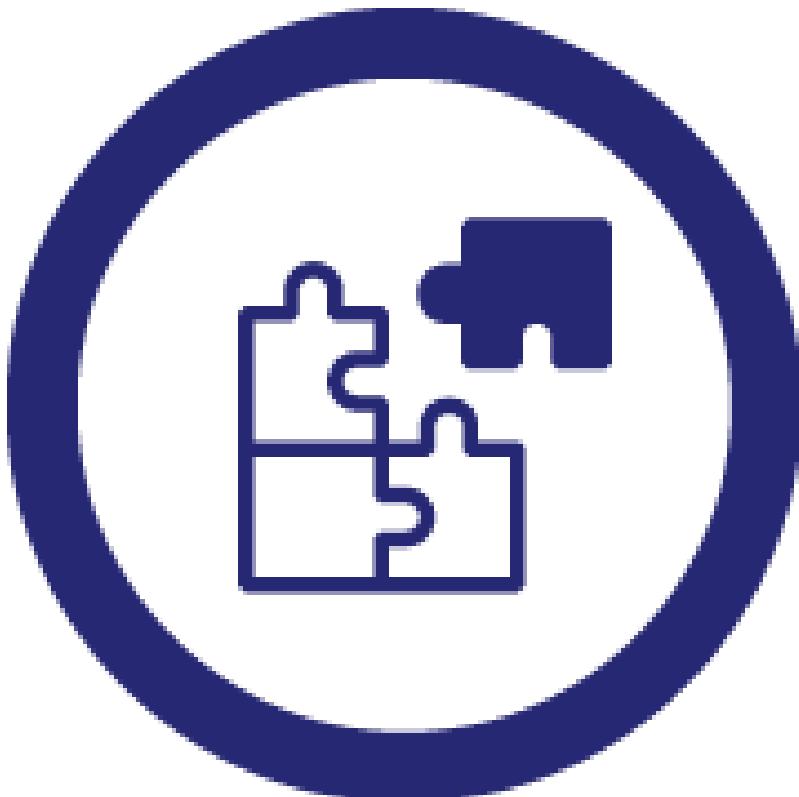
### **2.3 Prioritization of human rights issues**

Rights Risk Prioritization remnants of humanity Very high and very high risk levels for future actions to reduce the level of such a risk.



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Communicate the cultivation  
of respect for Human Rights



The Company has communicated and instilled respect for human rights by organizing relevant content training for employees in the organization to understand human rights issues. as well as identifying stakeholders involved in human rights business operations both internally and externally Organization



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## Follow up action



The Company always places importance on human rights operations to ensure all stakeholders that after considering and implementing various measures to improve human rights. The company has continuously monitored the results of operations through strategies to take care of all stakeholders of the company. The human rights performance related to stakeholders can be tracked in the Company's Sustainability Report.



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## Remedies and Complaint channels



The Company is committed to providing solutions and remedies to those affected by potential human rights risks to the fullest extent possible, including providing suitable practices and solutions to mitigate the risks and impacts that occur.

### Complaint Channels

**Website :** [www.tfg.co.th](http://www.tfg.co.th)

**E-mail :** [whistleblow@tfg.co.th](mailto:whistleblow@tfg.co.th)

**Post :** Corporate Compliance Department  
Thai Foods Group Public Company Limited  
No. 1010 Shinawatra Tower 3  
12th Floor, Vibhavadi Rangsit Road, Chatuchak Subdistrict,  
Chatuchak District, Bangkok 10900