

HUMAN RIGHTS & LABOUR PRACTICES

Target and Performance

Long term target by 2030: 100% of business groups conduct annual human rights impact assessments for high-risk organizational activities and direct suppliers.



2025 Performance: Achieved the 2030 target, 100% completing the annual human rights impact assessment for the organization and its suppliers.



- 100%** own operation and value chain was reviewed the human rights impact assessment
- 100%** Salient issued are identified and corrected
- 100%** employee and critical vendor (both tier 1 and non tier 1) are trained the human rights & labour practice policy
- 100%** of tier 1 suppliers are committed to follow the human rights & labour practice policy
- 100%** high risk supplier and vendor are onsite audited and **100%** closed the corrective action

Opportunities and Challenges

Recognizing diversity and respecting the rights of others are essential for any community. Whenever inappropriately communicated and managed can cause the business' operational risk. The Company respects human rights and labour practices in all operations, promoting equality, non-discriminatory and workplace occupational health & safety. This includes preventing human rights violations and protecting the person from discrimination and harassment.

Policy and Management Approach

The company respects human rights and labour practices, such as the Universal Declaration of Human Rights (UDHR), the UN Global Compact, the UN System Code of Conduct, the UN Guiding Principles on Business and Human Rights (UNGPs), and the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), including regulation in all countries where business is operated. The company regularly reviews human rights due diligence and communicates the human rights policies and labour practices to stakeholders.

See more [****Policies and Corporate Document***](#)