



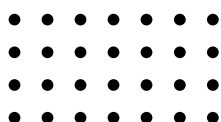
TECK BEE HANG CO., LTD.



# 2024

## Human Rights Due Diligence Report

Be the change Stand up for human rights



[WWW.TECKBEEHANG.COM](http://WWW.TECKBEEHANG.COM)





### Our Vision

To be a professional natural rubber processor that is committed to developing its block rubber business to be globally renown for excellence in quality, technology and competency with sustainable ties to community and society.

### Our Mission

Committed to continuously developing and maintaining product quality coupled with building innovation excellence whilst developing employee potential and welfare. To promote a “Kaizen” mindset amongst employees and to be a sustainable organization that is community and environment friendly.

### Our Core Value

#### RESPECT



To respect the opinions and responsibilities of others, and to treat all individuals with equality

#### LEADERSHIP



Demonstrating initiative, assertiveness, and decisiveness. Skilled in task delegation, teamwork, and exhibiting a fair and compassionate demeanor

#### COMMUNICATION



Communicates clearly and directly, while actively listening and maintaining a friendly demeanor

#### PROFESSIONALISM



Possesses in-depth knowledge and expertise in their field, and is capable of resolving problems quickly and accurately

#### INTEGRITY



Demonstrates high levels of integrity and responsibility, serving as a positive role model and always punctual



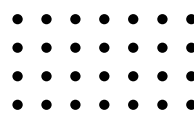
# Respect for Stakeholder Rights



Human Rights Policy Fair Operating Practice Policy



	Long Term Target	2024 Target	2024 Result
Unmanaged human rights violations throughout the value chain	<b>NO</b> Case	<b>NO</b> Case	<b>NO</b> Case
The company has undergone comprehensive human rights due diligence, with measures established to mitigate, remediate, and compensate for impacts (HRDD)	<b>100%</b>	<b>100%</b>	<b>100%</b>
Unresolved human rights complaints	<b>NO</b> Case	<b>NO</b> Case	<b>NO</b> Case
Review human rights risk issues related to business operations throughout the value chain	<b>Reviewed</b>	<b>Reviewed</b>	<b>Reviewed</b>
Raw material suppliers have been informed about the company's human rights policy and implementation framework	<b>100%</b>	<b>80%</b>	<b>79%</b>
Raw material suppliers have undergone human rights risk assessments	<b>100%</b>	<b>80%</b>	<b>77%</b>
Smallholder farmer has undergone human rights risk assessments	<b>100%</b>	<b>20%</b>	<b>47%</b>
All employees at every level have been trained and informed on respecting human rights	<b>100%</b>	<b>100%</b>	<b>100%</b>



# The Path to Becoming a Model Organization in Human Rights



## Enhancing Standards and Comprehensive Assessments

- Updated the Human Rights Policy to align with Thailand’s NAP II and global human rights trends.
- Conducted comprehensive Human Rights Due Diligence (HRDD) covering the value chain.
- Published the first Human Rights Audit Report to disclose assessment results and preventive/remediation measures.
- 77% of raw material suppliers underwent human rights risk assessments.
- 47% of smallholder farmers underwent human rights risk assessments.
- 79% of raw material suppliers have signed acknowledgment of the Code of Conduct, while transportation partners continue to maintain 100%.
- 100% of monthly employees received human rights training through the ESG-DNA: Knowledge for Sustainability Program.
- Installed a Biomass Furnace to reduce LPG consumption and greenhouse gas emissions, contributing to the protection of community health rights.
- Launched the Traceability Natural Rubber (TNR) Project to enhance the quality of life and transparency for smallholder farmers in the supply chain.



## Driving the Organization and Partners Toward Human Rights Awareness

- Appointed a Sustainability Committee dedicated to overseeing human rights issues, monitoring, and evaluating performance.
- Organized training programs to build knowledge and awareness of human rights for management and employees at all levels.
- Published the company’s first Sustainability Report to disclose ESG practices and human rights initiatives.
- Initiated human rights risk assessments with key raw material suppliers (natural rubber) to identify risks and develop mitigation plans.
- 100% of transportation partners have signed acknowledgment of the Supplier Code of Conduct for Sustainable Development.
- Installed a Bio-filter system in the rubber curing process to reduce odor pollution, supporting the community’s right to a healthy environment.



## Laying the Foundation for Human Rights Respect

- Officially announced the Human Rights Policy to serve as the company’s guiding framework and as a starting point for conducting business with respect for human rights.
- Developed the Supplier Code of Conduct for Sustainable Development, covering labor, human rights, occupational health and safety, and environmental issues, to communicate with suppliers and ensure implementation.



## Implementation Approach

On the occasion of its 70th anniversary, Teck Bee Hang Co., Ltd. reaffirms its steadfast commitment to conducting business responsibly, respecting human rights, and ensuring no harm to individuals, groups, or society at large. The Company strictly adheres to the United Nations Guiding Principles on Business and Human Rights (UNGPs) and is dedicated to embedding these principles into our corporate culture at every level from the Board of Directors and executive management to all employees.

The Company conducts comprehensive Human Rights Due Diligence (HRDD) covering both internal operations and the entire value chain to identify, prevent, and mitigate potential human rights impacts. Furthermore, we have extended our responsibility to our business partners by implementing a Supplier Code of Conduct to assess and enhance performance in labor and human rights, occupational health and safety, and environmental stewardship.

These actions are aligned with Thailand's Second National Action Plan on Business and Human Rights (NAP II), which promotes international human rights standards and systematic stakeholder engagement within the business sector. Consequently, the Company prioritizes active listening to employees, local communities, and other stakeholders, utilizing their feedback to inform decision-making and continuously improve our human rights policies.

Throughout our 70 year history, the Company has remained convinced that respecting human rights is the cornerstone of sustainable growth. We remain committed to generating economic, social, and environmental value while relentlessly protecting the rights of everyone across our value chain.

## Objectives of Human Rights Due Diligence (HRDD)

- 1. To identify, analyze, and comprehend potential human rights risks** arising from the Company's operations, encompassing both currently managed risks and those not yet addressed. This process considers both direct and indirect impacts on stakeholders at all levels.
- 2. To develop effective management and mitigation plans** for human rights risks. Data gathered from the due diligence process is used to define prevention and mitigation measures, as well as to develop additional safeguards throughout the entire value chain, from upstream to downstream.
- 3. To promote operational transparency and ensure effective communication** with all internal and external stakeholder groups. This includes sharing information on human rights practices, assessment results, and measures for remediation or prevention of impacts.
- 4. To build trust and enhance the Company's reputation** as a socially responsible organization that respects human rights and operates sustainably. This aims for broad recognition among stakeholders at the local, national, and international levels.





## Human Rights Management Process

The Company is committed to conducting business with respect and consideration for the human rights of all stakeholder groups across the entire value chain. We have adopted the Three Pillars of the United Nations Guiding Principles on Business and Human Rights (UNGPs) as our operational framework

### Protect

The Company protects human rights by establishing clear and comprehensive internal policies. We communicate our Human Rights Policy to employees at all levels, as well as to suppliers, business partners, and joint ventures, to ensure a shared understanding and to provide a standardized framework for operations.

### Respect

The Company conducts thorough Human Rights Due Diligence at both the corporate level and across the entire supply chain. We focus on identifying risks that may impact individuals or vulnerable groups and manage these risks through appropriate mitigation measures. This includes developing collaborative frameworks with business partners to ensure respect for human rights in accordance with international standards.

We continuously promote awareness, understanding, and consciousness regarding human rights among our personnel through regular training. This fosters an organizational culture that deeply respects the rights of every individual.

### Remedy

In the event of human rights violations, the Company provides grievance channels that are accessible, neutral, and secure. We have established clear processes for investigation, remediation, and fair compensation, ensuring transparency throughout. This includes robust whistleblower protection measures for complainants and witnesses.

The Company maintains a follow-up system to monitor the effectiveness of remediation efforts, ensuring that issues are resolved appropriately and to prevent any recurrence of violations.





## Human Rights Strategy and Goals



Teck Bee Hang Driving business with respect for human rights, creating shared value for a sustainable global future.

การดำเนินงานขององค์กรสิทธิมนุษยชน ถ่ายทอดความรู้ สร้างเครือข่ายห่วงโซ่อุปทานที่เคารพสิทธิอย่างยั่งยืน



### Protect

- Human Rights Policy
- Corporate Governance Ethical Standard And Code of Conduct Manual



### Respect

- Human Rights Due Diligence (HRDD)
- Human Rights Committee



### Remedy

- Whistleblowing System
- Remediation Process

Awareness Building

Communication

Collaboration Building

## Operations

### Protect

#### Human Rights Policy and Corporate Governance Manual

Teck Bee Hang Co., Ltd. officially enacted its inaugural Human Rights and Labor Practices Policy in 2022. This policy mandates that all factory branches and the head office strictly operate in accordance with human rights and labor practice principles. Our operations adhere to international guidelines and relevant frameworks, including the United Nations Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as all applicable laws and regulations. Furthermore, the Company operates in alignment with Thailand's Second National Action Plan on Business and Human Rights (NAP II) to strengthen corporate responsibility in respecting and protecting human rights across all sectors of the organization sustainably.

### GOVERNANCE POLICIES



Whistleblowing Policy



Information Technology Security Policy



Anti-Fraud, Corruption and Bribery Policy



Conflict of Interest Policy



Organizational Governance Policy



Corporate Governance Ethic Standard and Code of Conduct Manual



Anti-Money Laundering and Counter Terrorism Financing

### Social Policy



Human Rights Policy



Labor Practices Policy



Fair Operating Practice Policy



Occupational Health and Safety Policy



Consumer Issues Policy



นโยบายการบริหารทรัพยากรมนุษย์ (Human Resource Management Policy)



Sustainable Supply Chain Policy



Community Involvement and Development Policy



Company Narcotic Drug-Free Workplace Policy

### Environmental Policy



Environment Policy



Biodiversity and Zero Deforestation Policy



Carbon Footprint Policy



Waste Management Policy

### Policies related to human rights



### Number of employees who have received training on human rights policy

2024



2023





## Respect

### Human Rights Due Diligence (HRDD)

Teck Bee Hang Co., Ltd. prioritizes the respect for human rights across all business processes. We consistently conduct human rights risk assessments throughout our entire supply chain and have implemented a comprehensive Human Rights Due Diligence (HRDD) process every two years. This ensures our ability to thoroughly identify and manage human rights risks across all dimensions.

The assessment covers the company's operations at all factory branches and the head office, including business partners such as contractors, suppliers, and rubber farmers. It focuses on key human rights issues such as forced labor, child labor, working conditions, freedom of association and collective bargaining, freedom of expression, human trafficking, pay equity, non-discrimination, environmental and community rights, access to remedy processes, personal data protection, and the prevention of human rights violations in the supply chain.

The assessment encompasses all stakeholder groups, including employees, local communities, business partners, contractors, customers, consumers, and provided labor, as well as migrant workers and third-party labor. We are committed to the principles of non-discrimination and the promotion of equality, with a particular focus on vulnerable groups such as women, children, indigenous peoples, migrant workers, persons with disabilities, and the LGBTQI+ community. The operational process is defined according to the following steps

- 1. Impact Assessment:** Human Rights Impact Assessments (HRIA) enable the Company to identify and understand human rights risks and impacts arising from our business operations on all stakeholders. This encompasses both actual and potential future impacts. The data derived from these assessments is crucial for developing measures to mitigate impacts and prevent human rights violations.

The Company conducts surveys on both actual and potential risk issues to evaluate human rights risks arising from our business operations. This human rights risk assessment covers 100% of our operating sites and core business activities. Furthermore, the assessment extends to our raw material suppliers, including smallholders and middlemen, as well as all stakeholders involved in the Company's primary business of natural rubber block (STR) production and export.

The Company has identified four salient human rights issues for our internal impact assessment as follows:

	Contextual Analysis
	Value Chain Analysis
	Risk Identification
	Impact Assessment

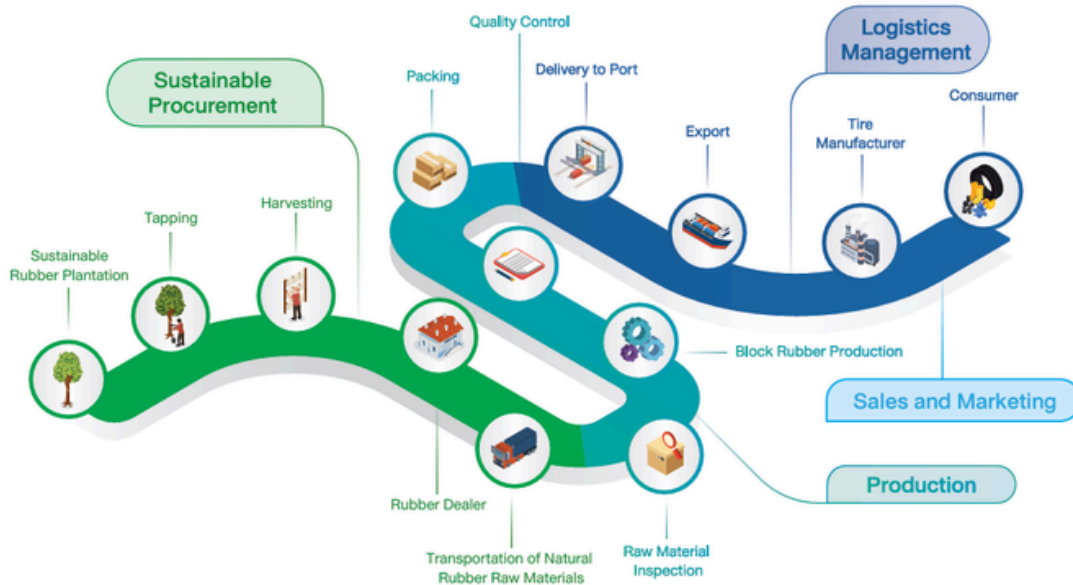
#### Contextual Analysis

Teck Bee Hang Co., Ltd. is a pioneer in the natural rubber block processing and export industry in Thailand. With over 70 years of experience, our expertise and dedication to the natural rubber sector have earned us a global reputation for excellence in quality and technology, while maintaining a strong commitment to community friendship and social sustainability.



### Value Chain Analysis

The Company is committed to developing a sustainable value chain and maintaining our leadership in the sustainable production and export of natural rubber. To drive sustainability across the entire value chain, we grow our organization alongside community development and environmental preservation. We focus on producing eco-friendly products and transitioning towards a low-carbon society. Consequently, the Company prioritizes the engagement of all stakeholders throughout the value chain as follows:



#### Sustainable Procurement

- Procurement and sourcing of quality natural rubber from smallholders, middlemen, and rubber cooperatives with good sustainability practices.
- Transparency in fair pricing for natural rubber raw materials.
- Personal data protection for raw material suppliers, including both smallholders and middlemen.
- Supporting the provision of knowledge to smallholders and middlemen regarding the quality of natural rubber raw materials and impurities, as well as reducing environmental impacts from operations.
- Implementation of traceability for the origin of natural rubber raw materials.

#### Production Process

- Production control in accordance with specified standards.
- Minimizing waste in the production process or maximizing resource efficiency based on the 3Rs principle.
- Eliminating operational waste using the 3Rs principle (Reduce, Reuse, and Recycle) and Circular Economy principles.
- Reducing energy consumption and increasing the use of clean energy in the production process.
- Analyzing and preventing environmental, community, and social impacts arising from the company's operations, such as 100% wastewater treatment and Solar Rooftop installation.
- Developing technology and innovation to enhance production efficiency.



### Sales and Marketing

- Sales and Marketing Management
- Ethical Customer Engagement in accordance with the Code of Conduct
- Continuous Product and Service Development
- Fair and Equitable Pricing
- After-Sales Service, Quality Assurance, and Prompt Dispute Resolution
- Customer Grievance Channels and Redress Mechanisms

### Logistics Management

- Sourcing Transport Partners with Sustainable Business Practices
- Efficiency in Logistics Management to Reduce Fuel Consumption and Carbon Dioxide Emissions
- Optimized Inventory Management for Streamlined Export Operations

### Customers and Consumers

- Commitment to Product Safety and Consumer Impact Mitigation
- Continuous Research and Development for Product Quality Enhancement
- Customer Data Privacy and Personal Information Protection
- Customer Satisfaction Surveys and Data Analysis
- Customer and Consumer Communication Channels





### Risk Identification and Impact Assessment

Teck Bee Hang Co., Ltd. has conducted a comprehensive review of human rights risks associated with its business operations throughout the entire supply chain. This scope encompasses both direct operations and activities involving third parties including suppliers, contractors, and business partners to prevent potential risks of involuntary complicity in human rights violations.

Furthermore, the Company has analyzed human rights trends within the industry at both domestic and international levels. This analysis facilitates the categorization of relevant issues into a structured Human Rights Impact Assessment (HRIA) checklist. Relevant departments are assigned to collaboratively assess risk levels, ensuring that human rights issues are identified, analyzed, and managed systematically and comprehensively.

#### Human Rights Risk Issues in the Natural Rubber Industry

Labor Practices	Environmental and Community Practices	Supplier and Contractor Practices	Customer-Related Practices
<ul style="list-style-type: none"> <li>• Fair Treatment of Labor</li> <li>• Prohibition of Child Labor</li> <li>• Freedom of Association and the Right to Collective Bargaining</li> <li>• Non-Discrimination and Equality</li> <li>• Fair and Equitable Compensation</li> <li>• Occupational Health and Safety</li> <li>• Working Environment and Conditions</li> <li>• Personal Data Protection</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational Health and Safety</li> <li>• Sustainable Resource Management</li> <li>• Waste and Effluent Management</li> <li>• Environmental Impacts on Local Communities</li> <li>• Climate Change and Greenhouse Gas Management</li> </ul>	<ul style="list-style-type: none"> <li>• Labor Conditions and Employment Practices</li> <li>• Fair Treatment of Labor</li> <li>• Prohibition of Child Labor</li> <li>• Non-Discrimination and Equality</li> <li>• Occupational Health and Safety</li> <li>• Data Privacy and Personal Information Protection</li> <li>• Supplier Human Rights Violations and Complicity</li> <li>• Land Tenure and Land Use Rights</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Data Privacy and Personal Information Protection</li> <li>• Consumer Health and Safety</li> <li>• Non-Discrimination and Equal Access for Customers</li> </ul>

#### Scope of Risk Identification

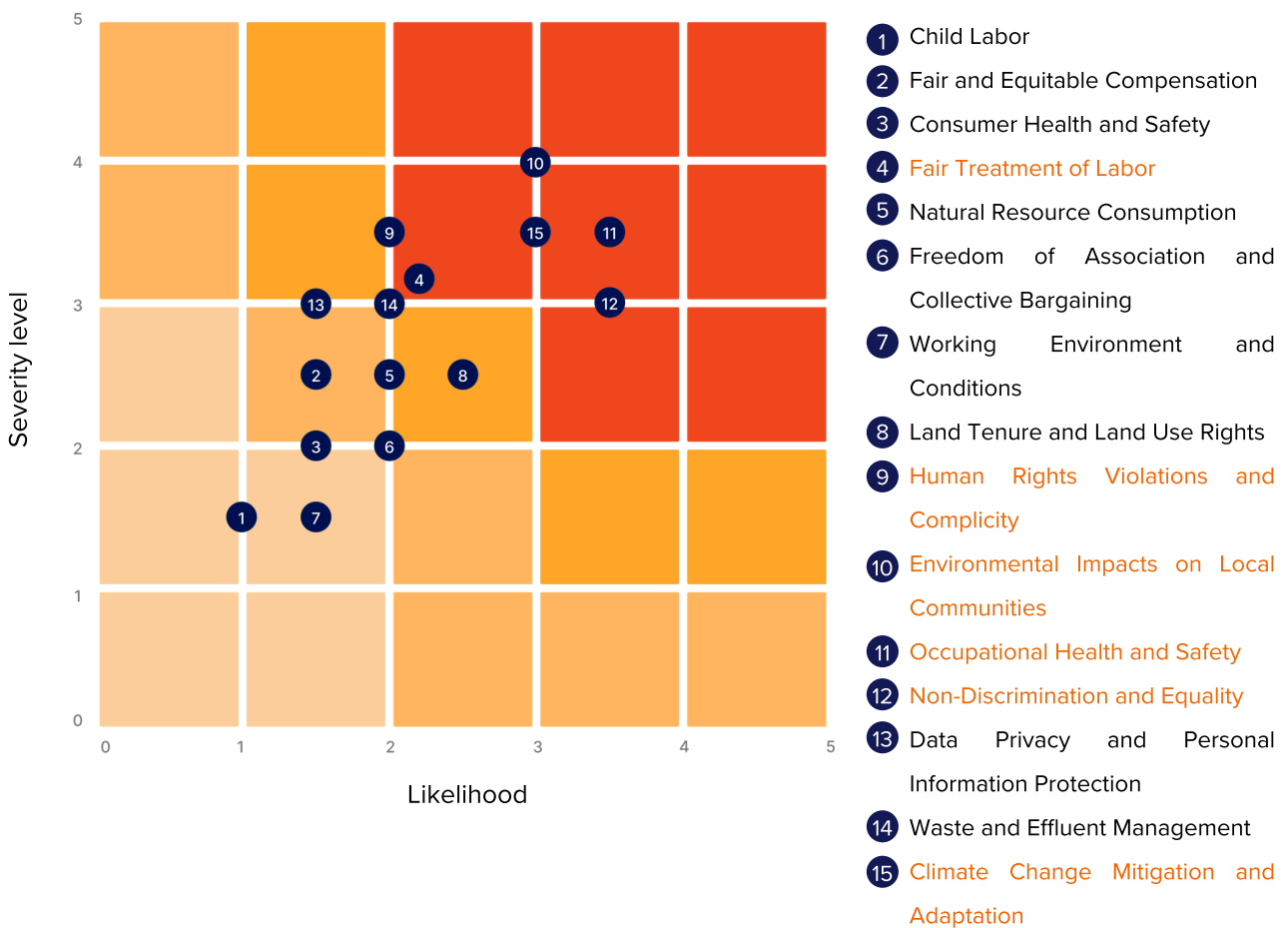
- **Internal Operations:** This encompasses the company’s Headquarters and all five factories.
- **Corporate Value Chain:** This covers all relevant activities throughout the value chain, including sustainable procurement, sustainable rubber plantation management, and the manufacturing process.



### Human Rights Risk Assessment Results

The Company conducts an annual Human Rights Risk Assessment focusing on its branch factories and natural rubber suppliers, including both smallholders and intermediaries. By utilizing the Human Rights Impact Assessment (HRIA) checklist, relevant issues are evaluated through a Human Rights Risk Assessment Matrix. This matrix analyzes two primary criteria: Severity of Impact and Likelihood of Occurrence. The resulting risk levels are categorized into four tiers: Low, Medium, High, and Very High.

According to the latest 2024 impact assessment, which evaluated 15 human rights issues, 6 key salient issues were identified as significant.





## Guidelines for Prevention and Mitigation of Human Rights Impacts

The six salient human rights risk issues identified through our assessment have been further analyzed to determine potential risks. In response, the Company has established the following guidelines to prevent, mitigate, and reduce both the likelihood of occurrence and the severity of impacts

### Human Rights Issue: Occupational Health and Safety

Teck Bee Hang Co., Ltd. is committed to ensuring the health and safety of our employees, contractors, customers, and all relevant stakeholders. To support this commitment, we have established an Occupational Health, Safety, and Working Environment Committee consisting of employee representatives. Monthly meetings are held to gather feedback and promote active participation across the organization.

The Company is certified under the ISO 45001:2018 standard and implements comprehensive health surveillance measures, such as annual health check-ups for all employees, risk-based health monitoring tailored to specific job functions, on-site medical rooms provided at every factory location.

Furthermore, the Company integrates Occupational Health and Safety risk assessment principles to continuously develop and enhance our preventive measures. These assessments are reviewed at least once a year and are re-evaluated immediately whenever there are changes in operational activities.

Identified Risk Issues	Risk Level	Mitigation Measures	Residual Risk
Noise Exposure	High	Annual Noise Level Monitoring, Provision of Hearing Protection (Earmuffs/Earplugs), and Work Duration Limits in High-Noise Areas	Medium
Falling Rollers or Equipment	Medium	Usage of Secure Gripping/Securing Equipment, Proper Equipment Training, and Continuous Inspection	Low
Chemical Splashes to the Eyes	Medium	Provision of Safety Goggles and Emergency Eye Wash Stations, and Chemical Safety Management Training	Low
Oxygen Deficiency in Confined Spaces	Medium	Installation of Ventilation Systems, Oxygen Level Monitoring, and Confined Space Entry Training	Low
Hand or Finger Crushing and Lacerations from Machinery	Low	Promotion of Protective Glove Usage and Safe Machinery Operation Training	Low
Hand Entrapment by Plates	Low	Installation of Automatic Safety Guards and Safe Machinery Operation Training	Low



Achievement

Achievement	Target	2022	2023	2024
Number of Work-Related Fatalities	0	1	0	0
Number of Work-Related Fatalities	0	0	0	0
Number of High-Consequence Work-Related Injuries	0	0	1	0
Number of High-Consequence Work-Related Injuries	0	0	0	0

Projects Implemented in 2024

Quality Fun Day



Teck Bee Hang Co., Ltd. consistently prioritizes the promotion of a safety and occupational health culture in the workplace through various activities, including both theoretical and practical training, internal communication, and safety awareness campaigns. The focus is on ensuring participation from employees at all levels and the practical application of these principles in daily operations. In addition to safety activities, the Company also organizes training and promotes knowledge in diverse organizational development areas, such as 5S, KAIZEN, QCC (Quality Control Circle), cost reduction activities, and sustainability training covering Environmental, Social, and Governance (ESG) issues.

Project Outcomes

The implementation of projects promoting safety, occupational health, and activities such as 5S, Kaizen, QCC, cost reduction, and sustainability has helped elevate safety standards within the establishment and created a systematic culture of employee participation. This has resulted in a reduction in accident rates, as well as increased employee awareness regarding safety and work improvement.

Furthermore, these projects have led to process improvements, reduced resource consumption, and increased production efficiency, while also strengthening the skills and pride of employees in their respective roles.



**Human Rights Issue: Climate Change**

In July 2022, the United Nations General Assembly adopted a resolution recognizing that every human being has a fundamental right to live in a clean, healthy, and sustainable environment. This is consistent with the earlier recognition of this right by the UN Human Rights Council.

Teck Bee Hang Co., Ltd. has integrated these principles into its internal operations, recognizing the potential environmental impacts of its business activities—particularly on surrounding communities, smallholder farmlands, and natural rubber suppliers. Consequently, the Company has developed a comprehensive set of environmental policies covering measures to identify, mitigate, and remediate impacts. These include water resource management, air quality control, waste and pollution management, and the reduction of greenhouse gas emissions. The Company has set a strategic goal to achieve Carbon Neutrality (Scopes 1 and 2) by 2045 and aims to reach Net Zero Emissions by 2050 in a sustainable manner.

**Projects Implemented in 2024**

**Solar Rooftop**



The Company has actively promoted maximum energy efficiency and is committed to integrating clean energy into its operations. In 2024, the Company implemented a 2 MWp Solar Rooftop project at the Narathiwat and Yala factories, which successfully generated 1,955,457 kWh of clean energy for operational use.

**Project Outcomes**

Teck Bee Hang Co., Ltd. (Narathiwat) Successfully implemented a 1 MWp Solar Rooftop system, generating 1,019,416 kWh of clean energy for operational use in 2024.

Teck Bee Hang Co., Ltd. (Yala) Successfully implemented a 1 MWp Solar Rooftop system, generating 936,041 kWh of clean energy for operational use in 2024.

**Biomass Furnace**



In 2024, the Company initiated the construction of the MBZ300 Biomass Furnace at the Narathiwat factory. This system has a thermal production capacity of 3 million kcal/hour and is designed to generate thermal energy as a replacement for LPG. The project is currently under construction and is scheduled to commence operations in 2025.



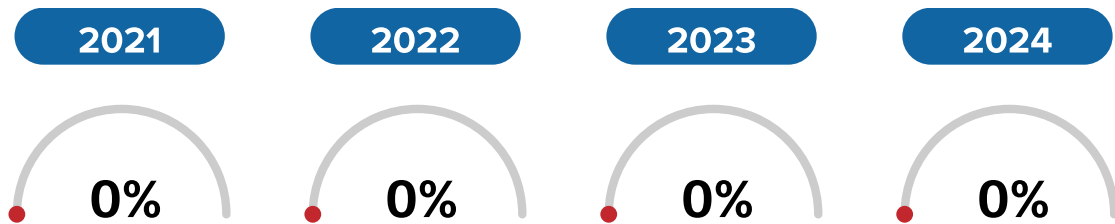
**Human Rights Issue: Fair Treatment of Labor and Non-Discrimination**

Teck Bee Hang Co., Ltd. is steadfast in its commitment to upholding human rights principles, prioritizing the prevention of discrimination, harassment, and any conduct that violates moral and ethical standards within the workplace. We recognize that these issues significantly impact organizational stability, corporate reputation, and the perceived safety of our employees. Negligence in these areas could lead to increased turnover rates and damage the trust of our stakeholders.

To foster a safe workplace that respects diversity and promotes equality, the Company has enacted a Human Rights Policy and a Fair Operating Practices Policy. These policies cover all aspects of employment, including recruitment, training, career advancement opportunities, benefits, and compensation. We affirm that every individual must be treated equally, with particular attention to vulnerable groups such as women, persons with disabilities, and minorities.

Furthermore, the Company is dedicated to eliminating all forms of harassment, whether physical, sexual, or verbal. We have established secure and diverse Grievance Mechanisms, allowing for reports to be made in person, via telephone, email, or through the Company's website. Our comprehensive process for receiving, investigating, and providing fair remediation ensures the protection of affected parties' rights. This strengthens a corporate culture rooted in genuine respect, dignity, and equality.

**Number of grievances related to discrimination**



**Projects Implemented in 2024**

**Certification and Implementation of Good Labour Practices (GLP)**



Teck Bee Hang Co., Ltd. is committed to implementing Good Labour Practices (GLP) across all factory branches and its headquarters to foster a fair, safe, and ethical working environment. By adhering to GLP principles, the Company continues to prioritize labor rights, promote workplace safety, and enhance the overall well-being of our employees.

**Thai Labour Standard Certification (TLS 8001)**



Teck Bee Hang Co., Ltd. (Thung Song Branch) has been officially certified under the Thai Labour Standard (Fundamental Level). This certification serves as a prestigious recognition of the Company's dedication to safeguarding labor welfare and rights within the workplace. Achieving this standard reflects our steadfast commitment to fostering a safe, high-quality working environment while promoting fairness and sustainable development throughout every production process.



**Human Rights Issue: Prevention of Human Rights Violations**

Teck Bee Hang Co., Ltd. is committed to conducting business responsibly and sustainably. We have adopted a Human Rights Policy that aligns with the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

These frameworks serve as our operational guidelines across the entire organization. We consistently monitor our performance to ensure that the Company respects and promotes the human rights of our employees and all stakeholder groups. Furthermore, we have established appropriate remediation and corrective measures to address any identified human rights risk factors.

**Number of grievances related to human rights violations**

Year	2022	2023	2024
Number of grievances related to human rights violations	0	0	0

Over the past three years, the Company has received zero (0) human rights-related grievances. Nevertheless, we maintain a robust system of internal audits, risk control mechanisms, and clearly defined grievance and remediation channels. These systems are in place to ensure thorough investigations and immediate coordination with relevant departments for urgent corrective actions whenever necessary.

**Smallholder Risk Assessment**

In 2024, Teck Bee Hang Co., Ltd. implemented the Traceable Natural Rubber (TNR) project to assess human rights and environmental risks within the upstream segments of our supply chain. Covering over 24,000 rubber smallholders, the primary objective is to comply with the European Union Deforestation Regulation (EUDR) while enhancing transparency and traceability throughout the supply chain.

The assessment was conducted in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs), specifically utilizing the Human Rights Due Diligence (HRDD) process to prevent and mitigate potential adverse impacts. Furthermore, the Company adheres to the International Labour Organization (ILO) standards to evaluate labor rights, including the prohibition of child and forced labor, fair wages, and non-discrimination.

Regarding sustainability, the Company has implemented the principles of the Global Platform for Sustainable Natural Rubber (GPSNR) to evaluate rubber plantation management. This includes ensuring zero-deforestation, conserving biodiversity, practicing responsible chemical use, and consistently promoting the quality of life for smallholders. Our comprehensive risk assessment covers the following key indicators

- Land & Third-Party Rights: Legal land tenure and respect for community rights.
- Environmental Protection: Ecosystem safeguarding and compliance with forestry legislation.
- Labor & Human Rights: Adherence to international labor standards, including the prohibition of forced/child labor.
- FPIC: Ensuring Free, Prior, and Informed Consent, especially for indigenous groups.
- Legal Compliance: Adherence to tax, anti-corruption, trade, and customs laws.



This assessment enables the Company to identify, prioritize, and manage risks effectively. It serves as a vital foundation for fostering collaboration with smallholders and partners to elevate natural rubber production standards toward true transparency, fairness, and sustainability, aligning with global trade trends and stakeholder expectations.

The Company recognizes the importance of human rights within its supply chain, particularly at the upstream level involving smallholders, where risks to the rights of local communities or minorities may exist.

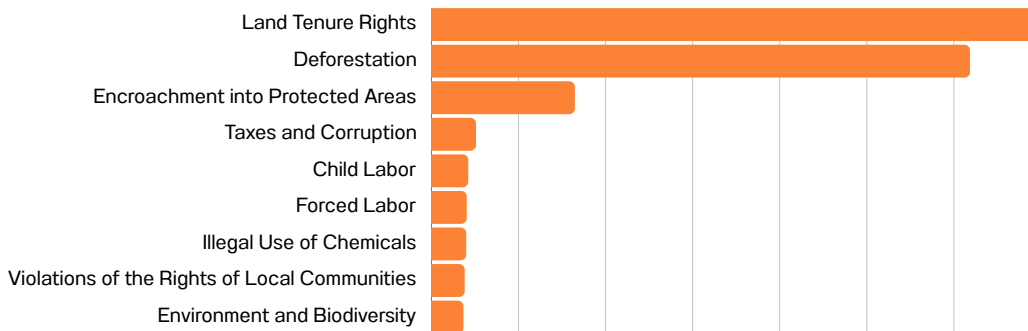
To mitigate these risks, the Company follows the UN Guiding Principles on Business and Human Rights (UNGPs). We conduct on-site Human Rights Due Diligence (HRDD) through our surveyor teams, who interview smallholders and local communities to verify key issues, including

- Land Use Overlap: Checking for overlaps with ancestral or indigenous lands.
- Voluntary Participation: Ensuring willingness to participate as raw material suppliers.
- Community Engagement: Assessing involvement in decision-making processes.
- Resource Conflicts: Identifying potential conflicts arising from natural resource utilization.

This process adheres to the principle of Free, Prior, and Informed Consent (FPIC) a globally recognized human rights standard, especially for indigenous peoples and communities dependent on natural resources.

Assessment data is utilized for comprehensive risk analysis to design preventative and remedial measures. Furthermore, the Company has established frameworks to enhance the human rights of smallholders and communities, including Rights Education, Grievance Mechanisms, Continuous Monitoring

**Risk Assessment Results**



Through the Traceable Natural Rubber (TNR) project in 2024, which covered over 24,000 rubber smallholders, the Company conducted a comprehensive risk assessment following Human Rights Due Diligence (HRDD) guidelines. This process aimed to identify and prioritize potential human rights and environmental risks within the upstream value chain. The assessment identified the following High-Risk issues

- Land Tenure Rights: A number of smallholders lack clear legal land titles or are cultivating on forest lands without proper evidence of land-use rights.
- Deforestation: Risks were identified regarding the expansion of rubber plantations into forest areas, including community forests where boundaries are not yet clearly defined.
- Encroachment into Protected Areas: Certain cases were found where rubber cultivation may overlap with restricted zones or violate Royal Forest Department regulations.

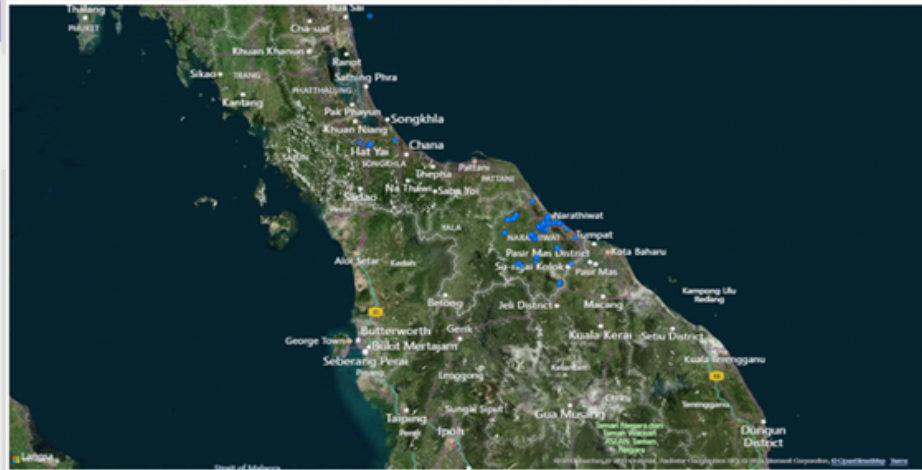


### Impact Mitigation Measures

The Company recognizes that conducting a risk assessment alone is insufficient without clear and tangible countermeasures. To prevent human rights violations or adverse impacts within the supply chain, the Company has established a comprehensive mitigation framework. This approach integrates systemic improvements, policy enforcement, and active stakeholder engagement as follows

#### 1. Land Rights Verification in Collaboration with Government Agencies

The Company actively collaborates with relevant authorities, such as the Rubber Authority of Thailand (RAOT), to assist smallholders in verifying the legal status of their land titles. This initiative aims to establish a clear understanding of land ownership and usage rights, ensuring that rubber cultivation occurs on land free from legal disputes or history of illegal forest encroachment.



#### 2. Digital Mapping and Traceability Systems (GIS & Traceability)

The Company has integrated Geographic Information System (GIS) technology and geotagging to identify and verify the precise locations of smallholder rubber plots. These data points are linked to our Traceable Natural Rubber (TNR) system, ensuring transparent upstream traceability and mitigating the risk of sourcing raw materials from deforested areas.

Digital mapping plays a vital role in providing clear insights into our sourcing landscape, including agricultural boundaries, land-use perimeters, and long-term land-cover changes. This data enables the Company to manage sourcing areas effectively, ensuring supply chain integrity while supporting environmentally and socially responsible farming practices.

Our traceability system serves as a core mechanism for ensuring production transparency. It allows us to verify that the natural rubber entering our process does not adversely impact the environment or stakeholder rights. Furthermore, maintaining systematic historical data facilitates sustainable procurement planning, reduces environmental and social risks, and meets the rigorous expectations of customers and partners who prioritize supply chain responsibility



### 3. Capacity Building for Smallholders and Community Partners

Awareness is key to preventing human rights violations. The Company conducts training and workshops on land rights, environmental stewardship, and fundamental human rights for smallholders and local partners. To ensure practical application, we provide simplified manuals and outreach materials tailored to diverse stakeholder groups.



### 4. Preventive Remedy Mechanisms

The Company provides accessible and secure grievance channels, including digital platforms and community centers. In collaboration with Civil Society Organizations (CSOs), we ensure a fair and credible process that aligns with the "Effective Remedy" principle under the UNGPs.

#### Human Rights: Prevention of Human Rights Violations

Teck Bee Hang is committed to responsible business practices. We adopt a Human Rights Policy aligned with international standards, including UDHR, UNGPs, and ILO. These frameworks guide our entire organization. We continuously monitor our performance to ensure the respect and promotion of rights for all employees and stakeholders, while maintaining effective remediation and corrective measures for any identified risks.

#### Human Rights Grievance Records

Year	2565	2566	2567
Number of Human Rights Violations	0	0	0

Over the past three years, the Company has recorded zero human rights grievances. Nonetheless, we maintain a robust monitoring and risk control system, alongside clear grievance and remediation channels. These mechanisms ensure that any potential issues are promptly investigated and coordinated with relevant authorities for immediate resolution.

#### Projects Implemented in 2024

#### 2024 Human Rights Award



Teck Bee Hang Co., Ltd. was honored as a "Human Rights Model Organization" for large enterprises in 2024, presented by Prime Minister Paetongtarn Shinawatra and organized by the Ministry of Justice.

This award serves as a testament to our unwavering commitment to international human rights, good corporate governance, and Diversity, Equity, and Inclusion (DEI). We believe that human rights are the foundation of sustainability, reflected through our holistic employee care, transparent supply chain management, and strong community relations.

**Remedy**

**Whistleblowing System**

The company emphasizes transparency, accountability, and respect for human rights in line with the UN Guiding Principles on Business and Human Rights (UNGPs) and Thailand’s NAP II. An accessible, safe, and fair whistleblowing and grievance system is provided for employees, suppliers, contractors, and all stakeholder groups. This system allows reporting of incidents or concerns related to human rights.

	Human Rights Violations
	Discrimination
	Workplace Harassment
	Corruption
	Violation of Company Policies or Business Ethics

**Grievance Mechanism**

The company has established an accessible, effective, and fair Grievance Mechanism, enabling employees, communities, and all stakeholders to report or raise concerns regarding human rights issues, discrimination, harassment, legal violations, or breaches of business ethics. This mechanism is designed in accordance with the eight principles of the UNGPs.

**1. Accessibility**

The company develops a communication plan for stakeholders at all levels, particularly those directly affected or likely to be impacted.

**Whistleblowing Channels**

Complainants can report grievances or concerns through the channels designated by the company.

**Website**



Complaints can be submitted through the company’s website under the “Whistleblower” section: <https://teckbeehang.com/whistleblower.php>

**Postal Mail**



Complaints can be sent by postal mail directly to the following address:  
Teck Bee Hang Co., Ltd. – Head Office 157 Nipat Uthit 2 Road, Hat Yai Subdistrict, Hat Yai District, Songkhla Province 90110, Thailand

**Telephone**



Complaints can be made via telephone at: +66 74 235200-5 ext. 2061

**Email**



Complaints can be sent via email to: [whistleblower@teckbeehang.com](mailto:whistleblower@teckbeehang.com)

**Responsible Unit**



Complainants may report their concerns directly to the responsible unit.

**2. Transparency**

The company ensures transparency in every step of the grievance process, from receipt, investigation, and analysis to feedback and follow-up. Complainants can track the progress of their complaints anonymously, and the company reports overall results to the Board of Directors while publishing annual statistical summaries without disclosing personal information.

### 3. Equitable & Non-discriminatory

All complaints are handled fairly and equally, regardless of the complainant’s status—whether an employee, supplier, or external party. No discrimination or interference is allowed, ensuring credible and fair outcomes.

### 4. Safe & Confidential

The company guarantees the safety of complainants, strictly protecting their identity and information. Anonymous reporting is encouraged to prevent retaliation or harassment. The company has a clear **“Non-Retaliation Policy”** that must be strictly followed.

### 5. Predictable & Timely

The grievance process follows a clear and predictable timeline, e.g., receipt within 3 days, investigation within 15 days, and feedback within 30 days. If completion is delayed, the company transparently communicates the reasons and provides a revised timeline.

### 6. Remedy & Continuous Improvement

When violations occur, the company ensures appropriate remedies, such as apologies, compensation, reputation restoration, or disciplinary actions. Root cause analyses are conducted to improve policies and processes, preventing recurrence.

### 7. Stakeholder Engagement

The company actively involves stakeholders in designing, developing, and evaluating the grievance mechanism. Regular formal and informal consultations are held with employees and local communities to ensure the system meets users’ needs.

### 8. Rights-Compatible

The grievance mechanism operates in accordance with international human rights standards and Thai law, as well as Thailand’s international obligations, including ILO conventions and human rights agreements. All complaints are handled with respect for individual rights and dignity.

### Remedy Process

In cases of human rights violations or inappropriate behavior, the company ensures fair, transparent, and appropriate remedies to restore justice, mitigate physical, psychological, or professional impacts, and prevent recurrence.

	Official Apology
	Compensation for physical, psychological, or property-related damages.
	Warnings, reassignment, or termination of the responsible party.
	Amendments to policies or work procedures.
	Assistance in accessing additional forms of remedy.



### Performance Communication & Disclosure

Transparency and information disclosure are fundamental to the Human Rights Due Diligence (HRDD) process. Since 2022, the Company has consistently published its human rights performance within the Annual Sustainability Report.

We utilize diverse communication channels to reach a wide range of stakeholders, aiming to benefit society and demonstrate our unwavering commitment to human rights. To ensure effective and impactful communication, the Company has implemented the following measures:

#### Stakeholder Communication

We have developed a comprehensive Stakeholder Communication Plan covering all levels, with a primary focus on those directly impacted or potentially affected by our operations.

#### Dissemination of Human Rights Performance

The Company discloses its human rights performance through our Annual Sustainability Report and actively shares related activities and updates across our official social media platforms.

#### Report Quality & Content Validation

The report is reviewed and verified by Senior Management to ensure its quality, accuracy, and integrity.

Kronggarn Kosago  
Sr. Sustainability Specialist

**Prepare by**

Lee Szuyng  
Deputy Chief Executive Officer

**Approve by**

Settha Kuama  
Country Head of Finance & Chief Sustainability Officer

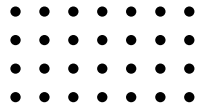
**Verified by**

Lee Keng Seng  
Chief Executive Officer

**Approve by**



TECK BEE HANG CO., LTD.



ติดต่อ



+66 87 391 9927



[www.teckbeehang.com](http://www.teckbeehang.com)