

บริษัท ทางยกระดับดอนเมือง จำกัด (มหาชน)
Don Muang Tollway Public Company Limited

40/40 ถนนวิภาวดีรังสิต แขวงสนามบิน

เขตดอนเมือง กรุงเทพมหานคร 10210

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เลขทะเบียน บมจ. 0107537001129 ISO 9001, ISO 14001, ISO 45001 & ISO/IEC27001 CERTIFIED



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DMT/P/PS/325/65

Date: August 22, 2022

Human Rights Policy

Don Muang Tollway Public Company Limited (“the Company”) is committed to conducting business with respect and responsibility for human rights in alignment with international standards. The Company recognizes the importance of respecting, protecting, and remedying human rights throughout its operations, supply chain, and stakeholder engagements. We adopt this policy in accordance with:

- The Universal Declaration of Human Rights (UDHR).
- The United Nations Guiding Principles on Business and Human Rights (UNGPR).
- The International Labor Organization Declaration on Fundamental Principles and Rights at Work (ILO).

Scope of Application

This policy applies to all directors, executives, and employees of the Company. It also extends to all business partners, contractors, suppliers, joint ventures, and any other stakeholders along our value chain, who are expected to uphold the same principles.

Definition

Human rights refer to the basic rights and freedoms inherent to all human beings, regardless of race, ethnicity, religion, gender, nationality, age, disability, or any other status. These include civil, political, economic, social, and cultural rights. Every person is entitled to these rights equally and without discrimination.

Policy Commitments

1. Non-Discrimination: Operate with fairness and equality, ensuring that all individuals are treated with respect and without discrimination in employment and business practices.
2. Safe and Healthy Workplace: Provide a secure, hygienic, and respectful work environment aligned with international occupational health and safety standards.
3. Prohibition of Child Labor and Forced Labor: Strictly prohibit all forms of child labor, human trafficking, and any involuntary labor practices in our operations and supply chain.
4. Value Chain Responsibility: Promote human rights compliance across the business value chain, including contractors, suppliers, business partners, and joint ventures.
5. Reporting & Whistleblowing: Do not conceal or ignore violations of human rights. Enable employees and stakeholders to report concerns via available channels, and ensure investigations and appropriate actions are taken.
6. Protection for Complainants: Ensure that individuals reporting violations are protected from retaliation, and that the Company cooperates in resolving the issue fairly.
7. Human Rights Due Diligence: Conduct human rights risk assessments and monitoring in operations, and implement prevention and mitigation measures for adverse human rights impacts.
8. Monitoring & Evaluation: Regularly monitor and evaluate the outcomes of human rights initiatives and improvements to identify and resolve issues.
9. Awareness & Training: Promote awareness and understanding of human rights among employees and stakeholders.
10. Legal Compliance: Ensure compliance with applicable human rights laws and integrate human rights considerations into corporate governance.

According to the resolution of the Company's Board of Directors' meeting on August 10, 2022.

Don Mung Tollway Public Company Limited

(Signed)

Dr. Sakda Panwai

Managing Director