

Human Rights Due Diligence



Human Rights Risk Assessment and Impact Mitigation

WHA Corporation Public Company Limited (WHA) performs a continuous Human Rights Risk Assessment at the corporate level, encompassing its entire value chain including own operations, other activities related to our business and new business relation (mergers, acquisitions, joint ventures). WHA Group has identified human rights issues and conducted an impact assessment in high-risk or vulnerable groups, such as children and migrant workers, as well as an assessment of the likelihood of potential organizational, operational, and individual impacts. The Human Rights Risk Assessment criteria were developed by considering two factors, namely likelihood and impact, which cover human rights issues, community rights, customer rights, dealing with partners and contractors, as well as security and the environment.

Following the implementation of preventative and corrective human rights guidelines, WHA Group has devised measures to control and mitigate potential impacts and assessed residual risks based on the findings of the Human Rights Risk Assessment to ensure that its Human Rights Management is effective in mitigating impacts throughout the value chain. WHA Group monitors and prioritizes the following issues:

Human Rights Issues

Health and Safety



1. Accidents occurring in customers' operations within the Industrial Estates and/or in WHA's operational areas (i.e., water plant, water treatment plant), such as gas pipe explosions, chemical leakages, and fire hazards



Impact: Community, Customer, and Employee

Implementation of preventive and corrective measures:

- Conduct a risk assessment to identify potential safety risks arising from business activities and implement proper measures to eliminate or mitigate such risks. The assessment is undertaken annually and whenever there are changes to the business activities and operations.
- Establish Emergency Control Center (ECC) in 11 industrial estates and industrial lands of WHA Group to monitor and prevent potential emergency scenarios. The ECC is managed by OHS specialists and is equipped with a fire control system to respond to real time incidents.
- Implement emergency plan and conduct emergency drill annually.
- Collect the Safety Data Sheets (SDS) about the hazardous chemicals used in the industrial estates and industrial lands to prevent potential emergency scenarios.

2. Health and safety related to the effects of noise, air pollution, dust, smoke, light, and vibration caused by project developments and operations within industrial estates and industrial lands



Impact: Community, Customer, and Employee

Implementation of preventive and corrective measures:

- Prepare preventive measures and plans outlined in the Environmental Impact Assessment (EIA) report and ensure compliance with all measures.
- Develop and apply innovations to reduce the risk of environmental impacts on communities from the operations of industrial estates, industrial zones, and customer operators. For example, the Unified Operation Center (UOC) is used to monitor and control key indicators affecting safety.
- Resolve all complaints from communities and tripartite committees with concrete results in every cases.

Health and Safety in Value Chain



1. Accidents from construction activities which could lead to work-related injuries or loss of life, such as falling from height, cuts from sharp objects, burn wounds



Impact: Contractor and Supplier

Implementation of preventive and corrective measures:

- Develop safety manual for contractors which they must strictly follow.
- Assess safety risks and develop safety procedures for each work tasks/types.
- Implement an approval process for all suppliers and contractors before entering work premises.
- Continuously assess and monitor the safety systems within industrial estates and industrial lands.

Standard of Living and Quality of Life



1. Water management, competition for water with local communities and wastewater releases into natural sources



Impact: Community

Implementation of preventive and corrective measures:

- Commit to managing water efficiently and effectively.
- Set target to reduce water uses from natural sources through Recycled Water/Reclamation Water System.
- Strictly follow manufacturing effluent control standard in factories, industrial estates, and industrial lands.
- Control and monitor water management parameters in accordance with EIA requirements.
- Continuously improve the efficiency and effectiveness of WHA Group's water production and water treatment systems.

Remediate Adverse Impacts

WHA Group recognizes that its business activities and operations may impact the human rights of stakeholders, including vulnerable groups. Therefore, WHA Group places importance on continuously preventing and mitigating human rights risks at every stage of the value chain. In the event of human rights violations, WHA Group has measures in place to address and remedy the situation, aiming to restore affected individuals to the most appropriate condition possible. WHA Group provides accessible complaint channels, including telephone, email, website, and through relevant personnel. All complaints will be treated confidentially and will be thoroughly assessed to identify the root causes of the issues.



In cases where a human rights violation is identified, whether intentional or unintentional, WHA Group will provide remedies appropriate to each case to ensure fairness for affected parties. The types of remediation include financial compensation, restoration of damaged property or quality of life, formal apologies, negotiation for appropriate solutions, reinstatement of rights or employment opportunities and disciplinary measures against those involved. In addition, WHA Group conducts annual reviews of its human rights impacts through regular assessments and due diligence processes to ensure WHA Group's human rights practices remain effective and up to date. To date, WHA Group has not encountered any human rights violations, so no remediation actions have been necessary.