

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name PTT
Sector Extractives
Overall score 30.8 out of 100

Theme score	Out of	For theme
3.1	10	A. Governance and Policy Commitments
9.1	25	B. Embedding Respect and Human Rights Due Diligence
7.5	20	C. Remedies and Grievance Mechanisms
4.9	25	D. Performance: Company Human Rights Practices
6.2	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: International Bill of Human Rights: The Human Rights statement affirms that 'Our commitment and approach adhere to the International Bill of Human Rights as well as relevant international and local legislations' [Human Rights Statement, 02/06/2021: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Commitment to UNGPs: The Human Rights statement also states that 'Furthermore, we adhere to the internationally accepted standards on human rights'. And, in a footnote it indicates that 'including the United Nations Guiding Principles on Business and Human Rights'. However, this is expected to be placed in the body of the statement, not in footnotes. The webpage section Human Rights Management notes: 'PTT has realized the importance of the human rights towards the sustainability of the company. Therefore, the company has fundamentally put human rights at its core while essential practices are set according to the human rights principles abiding [...] United Nations Guiding Principles on Business and Human Rights (UNGPs,) [...] PTT has joined the United Nations Global Compact (UNGC) and Global Compact Network Thailand (GCNT) to support the Ten Principles of the UN Global Compact & Sustainable Development Goals'. However, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. [Human Rights Statement, 02/06/2021: pttplc.com] & [Human Rights Management_web, N/A: pttplc.com]

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			<ul style="list-style-type: none"> • Not Met: Commitment to OECD MNE Guidelines: The Human Rights Statement indicates: 'Furthermore, we adhere to the internationally accepted standards on human rights'. And, in a footnote it indicates that 'including [...] OECD Guidelines for Multinational Enterprises'. However, this is expected to be placed in the body of the statement, not in footnotes. The Company has provided comments to CHRB regarding this indicator, however, no further evidence found. [Human Rights Statement, 02/06/2021: pttplc.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to ILO core principles: The Human Rights statement indicates that 'PTT is committed to respect labour rights and working conditions by complying with local laws of the countries where the company operates and international agreements on workforce include four ILO core labour standards as set out in the Declaration on Fundamental Principles and Rights at Work'. [Human Rights Statement, 02/06/2021: pttplc.com] • Met: Explicitly lists all four ILO core principles: It continues: 'which are freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of all forms of discrimination in respect to employment and occupation. These labour rights and working conditions are covered in 'PTT Corporate Governance Ethical Standards and Code of Business Ethics Handbook', 'Quality, Security, Safety, Health, and Environment Policy (QSHE Policy)', and Compliance Policy'. [Human Rights Statement, 02/06/2021: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to ILO core principles: The Human Rights statement indicates that 'we expect our suppliers and business partners, such as service providers, contractors, and joint ventures, along the value chain to respect and follow the principles of this statement' [Human Rights Statement, 02/06/2021: pttplc.com] • Met: Explicitly lists all four ILO core principles for BPs/JVs: Although the Suppliers sustainable code of conduct (applies to suppliers and contractors) includes requires on all ILO core with the exception of collective bargaining, as indicated above, the Human rights statement covers suppliers, contractors and joint ventures. [PTT suppliers sustainable code of conduct, N/A: pttplc.com] & [Human Rights Statement, 02/06/2021: pttplc.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The 'Quality, security, health and environment policy' (QSHE) includes, among others, the following commitments: 'Comply and have access to all applicable QSHE laws and regulations, our internal requirements, international standards and compliance obligations, as a minimum performance achievement level. Apply integrated management system and digital literacy to ensure that our processes are fully effective [...] Manage risks to prevent losses from incidents causing life-threatening, property damage, process and logistic. Promote workforce, communities and stakeholders' health and elevate working environment. Protect all employee and the organization from pandemic outbreak, natural disasters, security threats and other factors with respect to the Universal Declaration of Human Rights'. [Quality, Security, Health and Environment Policy, 07/01/2022: pttplc.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Human Rights statement indicates that 'we realize that all employees are the most valuable asset, thus we offer a fair working condition such as working hours [...]'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week (unless local law is more restrictive), and that overtime is consensual and paid at a premium rate. The Company has provided comments to CHRB regarding this indicator, however, no further evidence found. [Human Rights Statement, 02/06/2021: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects BPs/JVs to commit to H&S of workers: See above. The QSHE policy applies to 'all PTT Group businesses and operations across the supply chains'. In addition, the Suppliers sustainable code indicates that: 'As a minimum, PTT expects our suppliers and contractors to maintain a strong commitment to: Managing production and service operations that adhere to relevant safety standards, to ensure their own safety and that of others, while also complying with relevant laws and regulations on occupational health, safety, and the environment. Ensuring that

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			<p>all operational facilities and working environment are safe, hygienic, and regularly maintained'. [PTT suppliers sustainable code of conduct, N/A: pttplc.com]</p> <ul style="list-style-type: none"> • Not Met: Expects BPs/JVs to commit to ILO working hours standards or 48 hour regular work week: The Supplier sustainable code indicates that 'PTT expects our suppliers and contractors to maintain a strong commitment to: [...] wages and benefits: by complying with all applicable laws related to employee compensation, including those related to minimum wage, overtime hours and legally mandated benefits. Working Hours, by complying with local laws or agreements regarding working hours, overtime hours, and work during holidays'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week (unless local law is stricter), and consensual overtime paid at a premium rate. The Company has provided comments to CHRB regarding this indicator, however, no further evidence found. [PTT suppliers sustainable code of conduct, N/A: pttplc.com]
A.1.3.a.EX	Commitment to respect human rights particularly relevant to the sector – land, natural resources and indigenous peoples' rights (EX)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to respect land ownership/natural resources as in VGGT • Not Met: Commitment to respect land ownership/natural resources as in IFC Performance Standards: The Human Rights Statement indicates: 'we adhere to the internationally accepted standards on human rights'. And, in a footnote it indicates that 'including [...] International Finance Corporation (IFC) Performance Standards'. However, this is expected to be placed in the body of the statement, not in footnotes. [Human Rights Statement, 02/06/2021: pttplc.com] • Met: Commitment to respect indigenous rights or ILO No.169 or UN Declaration: The Human rights statement indicates that 'PTT also recognizes the importance of the relationship between indigenous peoples and land and water resources, which is one of the most sensitive community rights issues. As a result, we uphold the UN Declaration on the Rights of Indigenous Peoples'. [Human Rights Statement, 02/06/2021: pttplc.com] • Not Met: Expects EX BPs to make these commitments: See above. The Human Rights statement covers business partners: 'we expect our suppliers and business partners, such as service providers, contractors, and joint ventures, along the value chain to respect and follow the principles of this statement'. However, although the statement includes a commitment to respect indigenous peoples rights, no evidence found to respect right to land ownership and natural resources as set out in the VGGT or the IFC Performance Standards, as statement appears in the footnote. [Human Rights Statement, 02/06/2021: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to obtain FPIC or zero tolerance to land grabbing: The Human rights statement continues, indicating that 'in any cases where our business activities affect indigenous peoples, PTT's approach is to continue seeking the support and agreement of indigenous peoples through mutually agreed, transparent and culturally appropriate consultation and impact management processes'. It also adds that 'PTT has implemented the Community Development and Community Relations Guidebook, which is in line with the international standards related to the rights of local communities such as Free, Prior and Informed Consent (FPIC) commitment and IFC performance standards 7 (IFC PS 7)'. However, although it indicates that the guidebook is in line with the FPIC commitment, it is not clear whether the Company is actually committed to obtain FPIC. In addition, the Guidebook was not found in public domain. The Company has provided comments to CHRB regarding this indicator, however, no further evidence found. [Human Rights Statement, 02/06/2021: pttplc.com] • Not Met: Commitment to respect the right to water: The 'One report' describes water management processes. The webpage section Water Management indicates: 'PTT ensures that its operation and subsidiaries will not encroach water rights and availability amongst local communities while adhering to regulations related to the water management guidelines dictated by Thailand National Strategy'. However, no formal policy commitment was found to respect the right to water. Moreover, only policy commitments are considered a suitable source for this indicator under CHRB revised approach. [One report 2021, 2022: pttplc.com] & [Water Management_web, N/A: pttplc.com] • Not Met: Expects EX BPs to make these commitments: See above. The Human Rights Statement indicates: 'we expect our suppliers and business partners, such as service providers, contractors, and joint ventures, along the value chain to respect and follow the principles of this statement'. However, it is not clear the Company expects extractive business partners to commit to respect the water to water and to respect ownership/use of land and natural resources also to include a

Indicator Code	Indicator name	Score (out of 2)	Explanation
			commitment to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources or to a zero tolerance for land grabbing. [Human Rights Statement, 02/06/2021: pttplc.com]
A.1.3.b.EX	Commitment to respect human rights particularly relevant to the sector – security (EX)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commitment to Voluntary Principles on Security and HRs: The HR statement indicates that 'We also support the principles of security and human rights in accordance to PTT Group Security Management Standard and Security Policy, which is in line with the Voluntary Principles on Security and Human Rights' [Human Rights Statement, 02/06/2021: pttplc.com] • Not Met: Commits to International Humanitarian Law Score 2 <ul style="list-style-type: none"> • Not Met: Expects EX BPs to commit to these rights: Although the HR statement is required to business partners, no further information was found, including humanitarian law. [Human Rights Statement, 02/06/2021: pttplc.com]
A.1.4	Commitment to remedy	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commitment to remedy adverse HRs impacts: The HR statement indicates that 'PTT is committed to ensure that all affected stakeholders have accessibility to grievance mechanism and remediation' [...] Besides, we support all stakeholder to reflect their opinions, report problems, and raise any misconduct or non-compliance through our whistleblowing process, which will kept all information confidentially. These enhance our opportunities to detect and investigate potential and actual human rights impact and take appropriate action. In case that the protection and remediation processes cannot accommodate initial solution, PTT will designate the mechanism on protection and remediation through grievance mechanism in the form of a tripartite taskforce'. [Human Rights Statement, 02/06/2021: pttplc.com] • Met: Expects EX BPs to make this commitments: The HR statement includes suppliers and contractors. It also states that 'We also monitors its key suppliers via supplier/contractor visits, sustainability assessments, and quality and sustainability audits on site. In any case where human rights abuses are observed, measures are taken, we expect our suppliers to have processes in place to remediate those human rights abuses they cause or contribute to, and will cooperate with them in appropriate manners'. [Human Rights Statement, 02/06/2021: pttplc.com] Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms: See above. The statement also adds: 'In case that the protection and remediation processes cannot accommodate initial solution, PTT will designate the mechanism on protection and remediation through grievance mechanism in the form of a tripartite taskforce. The taskforce consists of representatives from stakeholders including representative from local administration bodies, community leaders and relevant government agencies. This is to ensure that the case is properly and effectively managed, for the satisfaction of all parties. Besides, we do not prevent or obstruct access to state- based judicial processes of affected stakeholders, their legitimate representative, or rights defender, and will cooperate with any such mechanism with faithfulness'. However, no clear statement of commitment was found to collaborate with state-based non-judicial mechanism. The taskforces described by the Company appear to be ad hoc mechanism that are not tied into state-based channels. The Company provided feedback to CHRB regarding this indicator, however, key evidence was already in use. [Human Rights Statement, 02/06/2021: pttplc.com] • Met: Commitment to work with EX BPs on remedy: As indicated above, in relation to business partners, the HR statement clarifies that 'will cooperate with them in appropriate manners'. [Human Rights Statement, 02/06/2021: pttplc.com]
A.1.5	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs: The Human Rights Statement indicates: 'we do not prevent or obstruct access to state- based judicial processes of affected stakeholders, [...] or rights defender'. However, this indicator looks for a formal policy statement which explicitly commits to not tolerate threats or attacks against human rights defenders. [Human Rights Statement, 02/06/2021: pttplc.com] • Not Met: Expects BPs to make this commitment Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The webpage section Human Rights Management notes: 'In charge of human rights management, which is integrated in the sustainability management of the company, is the Corporate Governance and Sustainability Committee (CGSC) appointed by the PTT Board of Directors. The committee is responsible for setting the PTT Group sustainability management policy covering human rights management overseeing the business value chain of the PTT Group. The committee consists of members with expertise, knowledge, and experiences, in managing human rights impacts on various aspects'. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Describes HRs expertise of Board member: The webpage section Human Rights Management discloses Educations/ Training Records and Work Experiences of the Corporate Governance and Sustainability Committee (CGSC). However, evidence found of human rights expertise of the Board member or Board committee tasked with that governance oversight. The Company has provided an additional source to the subindicator, however, it was in Thai and only documents in English are accepted according to CHRB criterion. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Management_web, N/A: pttplc.com]
A.2.2	Board responsibility	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Process to review HRs strategy at board level: The webpage section Human Rights Management notes: 'GRCCM [Governance Risk and Compliance Management Committee] holds meetings on quarterly basis to follow up the progress and provide suggestions on policy, long-term/annual target, material-topics on sustainability, human rights risks, action plans, and risk management'. The committee Corporate Governance and Sustainability Committee (CGSC) 'is responsible for setting the PTT Group sustainability management policy covering human rights management overseeing the business value chain of the PTT Group'. It adds: 'The progress and performance results [of its risk assessment] were reported to relevant executives and to the management in the PTT Sustainability Management Structure as well as relevant committees (such as The Corporate Governance and Sustainability Committee), quarterly or as deem appropriate'. [Human Rights Management_web, N/A: pttplc.com] • Met: Example of HRs issues/trends discussed in last reporting period: The webpage section Human Rights Management notes: 'For the passing period, GRCCM has provided suggestions on the improvement of system/process of human rights management, for example, the more focus on the human rights issues that might occur with the contractors' operations, and vendors assessment for high-risk vendors, which PTT has continuously improved the sustainable assessment and evaluation process of its vendors and suppliers'. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets both requirements under score 1: See above. • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: At least one board member incentive linked to HRs commitments: The webpage section Human Rights Management notes: 'Human Rights Performance Indicators of Executive' include: 'Corporate KPI/ Functional KPI: Safety Management Effectiveness of employees and contractors; Indicators according to the Master Plan and deployment as business unit Functional KPIs: the number of human rights violations which PTT is found guilty'. The CEO is a Board member. However, no evidence found on the actual metrics/indicators included in performance incentives. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. Although the CEO has an incentive for safety Management Effectiveness which includes its contractors, and number of human rights violations, no evidence found on the actual metrics/indicators included in performance incentives. [Human Rights Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> Not Met: Performance criteria linked to HRs made public: The webpage section Human Rights Management notes: 'Human Rights Performance Indicators of Executive' include: 'Corporate KPI/ Functional KPI: Safety Management Effectiveness of employees and contractors; Indicators according to the Master Plan and deployment as business unit Functional KPIs: the number of human rights violations which PTT is found guilty'. The CEO is a Board member. It is not clear the specific criteria linking Board remuneration to human rights performance, the percentage assigned specifically to human rights related targets. [Human Rights Management_web, N/A: pttplc.com] Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Board process to review business model and strategy for HRs risks: The webpage section Human Rights Management notes: 'GRCMC holds meetings on quarterly basis to follow up the progress and provide suggestions on policy, long-term/annual target, material-topics on sustainability, human rights risks'. The 2022 One Report indicates: 'PTT's Board of Directors and Board of Directors of Interpharma Public Company Limited (Indigenous Peoples [...] have approved the investment in IP' newly issued shares via private placement by Innobic LL Holding Co., Ltd. (INBL) to acquire IP'S stakes at 20% of the total registered and paid-up capital. [...] The collaboration aims for the further development of R&D and for the escalation in businesses across the country, covering a full range of healthcare products including innovative medicine, eye healthcare, nutraceuticals & supplement, Thai herbal medicines, as well as health food and drink'. However, no description found of the process it has in place to discuss and review its business model and strategy for inherent risks to human rights at Board level or a Board committee. [Human Rights Management_web, N/A: pttplc.com] & [2022 One Report, 2023: pttplc.com] Not Met: Describes frequency and triggers for reviewing business model: As indicated above, the webpage section Human Rights Management notes: 'GRCMC holds meetings on quarterly basis to follow up the progress and provide suggestions on policy, long-term/annual target, material-topics on sustainability, human rights risks'. However, this subindicator looks for a description of the frequency of and triggers for reviewing its business model or strategy and potential impacts on human rights. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Meets both requirements under score 1 Not Met: Example of actions resulting from reviews: The Human Rights Statement indicates: 'For the passing period, GRCMC has provided suggestions on the improvement of system/process of human rights management, for example, the more focus on the human rights issues that might occur with the contractors' operations, and vendors assessment for high-risk vendors, which PTT has continuously improved the sustainable assessment and evaluation process of its vendors and suppliers'. However, no example found of an action taken as a result of a discussion and review of its business model and strategy for inherent risks to human rights at Board level or a Board committee. The Company is expected to provide an example that reflects a change in strategy because of specific human rights inherent risk. [Human Rights Management_web, N/A: pttplc.com]

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Score of 1 on A.1.2.a Met: Senior responsibility for HRs implementation and decision making: The webpage section Human Rights Management states that 'The Department of Sustainability Strategy is responsible for the overall process developing of the governance and management on sustainability and human rights of PTT and PTT Group. The senior manager responsible for the department, the Senior Executive VP of Corporate Strategy and Sustainability, is member of the executive board. [Human Rights Management_web, N/A: pttplc.com] & [Board member_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: The webpage section Human Rights Management states that 'The Department of Sustainability Strategy is responsible for the overall process developing of the governance and management on sustainability and human rights of PTT and PTT Group. This includes cascading the practices throughout the company across various business units, functions, and operation areas, with relevant process owners responsible for setting policies, strategies, objectives, processes, and mechanisms in managing risks and impacts related to each human rights issue'. [Human Rights Management_web, N/A: pttplc.com] • Met: Day-to-day resources and expertise allocation in own operations: It continues: 'Human Resources department oversees labor rights in various aspects such as working conditions, freedom of association and collective bargaining, forced and compulsory labor, discrimination, and sexual harassment, and provides human rights training to employees. QSHE department oversees workplace safety and well-being issues, prevention and mitigation of environmental impacts, and security awareness related to human rights. Corporate Social Responsibility department oversees human rights issues related to communities and society, such as standard of living and quality of life, community health and safety, and community engagement. The Procurement department oversees issues related to contractors and suppliers. The Legal Compliance department and Corporate Governance department oversee, monitor, and promote compliance with laws and regulations, including complaint management and grievance mechanisms'. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Resources and expertise allocation with EX BPs: The webpage section Human Rights Management notes: 'The progress and performance of the suppliers have been tracked and monitored continuously since 2016 especially with the supplier group with high risk. If the violation on the supplier guiding principles on sustainability is found, there must be a submission of mitigation plan. To this, PTT can cancel their contracts if the violation continues'. However, no description found of how it allocates resources and expertise for the day-to-day management of relevant human rights issues within its business partners. [Human Rights Management_web, N/A: pttplc.com]
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Senior manager incentives linked to HRs commitments: The webpage section Human Rights Management notes: 'Human Rights Performance Indicators of Executive' include: 'Corporate KPI/ Functional KPI: Safety Management Effectiveness of employees and contractors; Indicators according to the Master Plan and deployment as business unit Functional KPIs: the number of human rights violations which PTT is found guilty'. However, no evidence found on the actual metrics/indicators included in performance incentives. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. Although the Executive Management have an incentive for safety Management Effectiveness which includes its contractors, and the number of human rights violations, no evidence found on the actual metrics/indicators included in performance incentives. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public: The webpage section Human Rights Management notes: 'Human Rights Performance Indicators of Executive' include: 'Corporate KPI/ Functional KPI: Safety Management Effectiveness of employees and contractors; Indicators according to the Master Plan and deployment as business unit Functional KPIs: the number of human rights violations which PTT is found guilty'. It is not clear the specific criteria linking Executive remuneration to human rights performance, the percentage assigned specifically to human rights related targets. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Review of other senior management incentives for coherence with HRs policies: The webpage section Human Rights Management discloses 'Examples of Performance Indicators Relating to Human Rights Impacts'. However, no evidence found that it has reviewed other senior management performance incentives to ensure coherence with its human rights policy commitment. [Human Rights Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.3	Integration with enterprise risk management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs risks integrated as part of enterprise risk system: The webpage section Human Rights Management notes: 'At the present, PTT has systematically integrated the human rights management with the sustainability management through the process of Human Rights Due Diligence of which the aspect of human right impacts is considered in the material topics assessment process on sustainability. Each material topics is developed to form a tangible practice through PTT Sustainability Management Master Plan for Social and Environmental Responsibility 2021-2025. Both annual and long-term targets of 2030 are set to prevent the human rights violation of which PTT is found guilty must be equal to zero (Zero Human Rights Violation.)'. As part of its strategic risks [of its risk management system], the 2022 One Report indicates: 'As for Environment, Social and Governance (ESG) risks, PTT requires the assessment of material issues for the corporation each year, embracing risks and their likelihoods while considering the severity of impacts of all stakeholders' decisions and those on the company. Such material issues are then managed by various processes and mechanisms, namely corporate strategies and corporate risk management processes and regular processes of process owners'. It also states that 'The webpage section Human Rights Management notes: 'At the management level, responsible for the human rights management is the Governance Risk and Compliance Management Committee (GRCMC)'. [Human Rights Management_web, N/A: pttplc.com] & [2022 One Report, 2023: pttplc.com] • Not Met: Provides an example: The webpage section Human Rights Management notes: 'At the management level, responsible for the human rights management is the Governance Risk and Compliance Management Committee (GRCMC)'. However, no examples found of how it manages human rights related risks within this system; or, in case of their occurrence, examples of the negative impacts it may have to the Company. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Risk assesment by Audit Committee or independent third party: The Company indicates it has an Audit Committee. However, this subindicator looks for a description of how it assesses the adequacy of the enterprise risk management system specifically in managing human rights during the Company's last reporting year. The assessment is expected to either be overseen by the Board Audit Committee or conducted by an independent third party. [Human Rights Management_web, N/A: pttplc.com]
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of 1 on A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The webpage section Human Rights Management notes: 'PTT has emphasized to create awareness among all the employee to realize the importance of human rights in the daily operation by communicating with them through various channels such as articles, magazines, e-mail, internal PR-news, covering the content about the statement, policy, principle, guideline, and the management approach, as well as case studies from various other businesses'. 'At the present, basic human rights topic is set as a training topic in the SSHE1 course for new employees' training courses which 64 batches have been trained so far. Besides, in 2021, online training courses were developed to provide knowledge about the corporate governance according to laws, rules, and regulations, of PTT Public Company Limited, to embed in the employees the knowledge about the operational ethics, anti-corruption, and human rights, in every aspect of the operations of the company. These courses are required for all the employees at all levels and are set as KPIs for the division heads and vice presidents and above'. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Communicates HRs policies to stakeholders: The webpage section Human Rights Management notes: 'PTT has declared PTT Human Rights Statement as well as communicated about the management approach, issues/impacts on sustainability, human rights, remedy measures, and complaints handling and appeals process for its stakeholders to acknowledge and understand. The communication is done through various channels such as community relation activities, stages for public hearing for the communities, websites, and PR news for society and public. Stakeholders at the corporate level such as investors or suppliers will be informed the updates through annual supplier seminar. More information can be found at 56-1 One report, under the topic Driving Business

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>towards Sustainability, sub-topic Building Stakeholders Relationship'. [Human Rights Management_web, N/A: pttplc.com]</p> <ul style="list-style-type: none"> • Not Met: Example of how HRs policies are accessible for intended audience: See above. However, the subindicator looks for an example of how the Company ensures the form and frequency of the information communicated [its policy commitments] is accessible to its intended audience, including local communities. [Human Rights Management_web, N/A: pttplc.com]
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Describes steps to communicate HRs policies to EX BPs: The webpage section Human Rights Management notes: 'PTT has declared PTT Human Rights Statement as well as communicated about the management approach, issues/impacts on sustainability, human rights, remedy measures, and complaints handling and appeals process for its stakeholders to acknowledge and understand. The communication is done through various channels such as community relation activities, stages for public hearing for the communities, websites, and PR news for society and public. Stakeholders at the corporate level such as investors or suppliers will be informed the updates through annual supplier seminar'. However, it is not clear how the Company communicates its human rights expectations to extractive business partners. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The Human Rights Statement indicates: 'PTT expects to work with suppliers, business partners, and other entities who have contractual obligation with PTT to respect human rights and operate their business with fair, transparent, ethical, and good corporate governance, in compliance with the Supplier Code of Conduct, relevant international, and local legislations'. The webpage section Supply Chain Management notes: '100% of suppliers who have contracts with PTT in the amount of 2 million Baht or more and/or work that may affect safety and the environment, including suppliers who wish to register vendors with PTT have signed an acknowledgment and comply with the PTT Supplier Sustainable Code of Conduct: SSCoC' [Human Rights Statement, 02/06/2021: pttplc.com] • Not Met: Requires EX BPs to cascade contractual/binding HRs policies to their BPs: The webpage section Supply Chain Management adds: 'To provide PTT's suppliers with practical guidelines for conducting business according to sustainable organizational management guidelines appropriate to the current changes in business operations, PTT has developed the PTT Supplier Sustainable Code of Conduct (SSCoC) and announced the adoption of these guidelines. Being revised and announced to be effective for the fourth time on November 1, 2022, its content and scope are governed by relevant requirements, regulations, and laws, which will help to impel PTT's suppliers to operate ethically with respect for human rights, occupational health care and safety, as well as emphasize the environmental management sustainability, including the four main topics that PTT gives precedence to as follows: Business Ethics; Social Responsibilities; Safety; Environmental Management'. However, in order to meet the requirement of this indicator, the Company is expected to demonstrate it requires business partners to cascade the contractual or other binding requirements down their supply chain. Alternatively, the Company could disclose specific requirements ensuring that they will be held accountable of their own business partners performance. [Supply Chain Management_web, N/A: pttplc.com]
B.1.5	Training on Human Rights	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Met: Describes how workers are trained on HRs policy commitments: The webpage section Human Rights Management notes: 'For the company's internal stakeholders, PTT has emphasized to create awareness among all the employee to realize the importance of human rights in the daily operation by communicating with them through various channels such as articles, magazines, e-mail, internal PR-news, covering the content about the statement, policy, principle, guideline, and the management approach, as well as case studies from various other businesses. Moreover, PTT set training courses such as sustainability management, fundamental knowledge on basic human rights to train employees at every level in classroom and video formats. These courses include the knowledge about the human rights conduct for business sector, best practices on human rights in business operation. At the present, basic human rights topic is set as a training topic in the SSHE1 course for new employees' training courses which 64 batches have been trained so far. Besides, in 2021, online training courses were developed

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>to provide knowledge about the corporate governance according to laws, rules, and regulations, of PTT Public Company Limited, to embed in the employees the knowledge about the operational ethics, anti-corruption, and human rights, in every aspect of the operations of the company. These courses are required for all the employees at all levels and are set as KPIs for the division heads and vice presidents and above'. [Human Rights Management_web, N/A: pttplc.com]</p> <ul style="list-style-type: none"> • Met: Trains relevant managers including security on HRs: The webpage section Human Rights Management notes: 'PTT has also set training drills for its security guards by demanding security companies must train the security guards important knowledge, including the human rights, necessary for their duties which is done according to the term of reference. These drills also cover the safety and security which is fundamental rights, avoidance to use violence even to those who commit the crime. [...] Every year, PTT and PTT Group train the security guards to handle situations such as siege of the operation sites by the community or the protesters'. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Score of 2 on A.1.2.a • Met: Meets both requirements under score 1: See above. • Met: Trains BPs to meet HRs commitments: The webpage section Supply Chain Management notes: 'In addition, in 2022, PTT organized a training program to enhance suppliers' capacity in human rights management as the topic is increasingly significant to business nowadays. The proportion of traders trained is 100% participating in the program including 8 high risk suppliers. PTT has been continuously organized suppliers' sustainability training programs to provide an in-depth knowledge on specific ESG topics such as Corporate Governance, Human Rights, Safety and Eco-efficiency'. [Supply Chain Management_web, N/A: pttplc.com] • Not Met: Discloses % suppliers trained: See above, it is not clear the total percentage of extractive business partners trained [Supply Chain Management_web, N/A: pttplc.com]
B.1.6	Monitoring and corrective actions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and EX BPs: The webpage section Human Rights Management notes: 'PTT has conducted human rights due diligence since 2015 covering businesses operated by the company itself namely gas business and international trading business'. The webpage section Supply Chain Management notes: 'PTT has established supplier assessment and audit programs to manage risks, define mitigation plans, and evaluate performance based on jointly developed mitigation plans. Assessments consider quality, quantity, and safety in production and delivery, PTT's basic requirements, and minimum requirements in labor and environmental laws and management standards inclusive of ISO 9001, ISO 14001, and ISO 45001, and compliance with the anti-corruption policy. Supplier assessments are conducted by PTT Group ESG Auditor based on ISO19011:2018 Guideline for Auditing Management system. PTT has formulated an audit and assessment plan for Critical/Strategic Suppliers relevant to the high-risk operations work category, which may pose severe impacts on the respective suppliers and the surrounding communities, presenting severe potential effects on the client regarding business and corporate image. This measure has been continuously implemented since 2016. The defined goal is to audit and assess 100% of Critical/Strategic Suppliers relevant to the high-risk operations work category, with further re-audits and reassessments on a 3-year basis'. Assessment types include: '1. Desk assessment - PTT issued Sustainability Performance Assessment form, which required all critical/strategic suppliers to complete to maintain business relationship with the Company. The critical/strategic suppliers will be requested to submit document related to assessment topics, which covers Business Integrity, Human Rights, Labor relations, Occupational Health and safety and Environmental management system, to PTT Group ESG auditor to summarize the suppliers' sustainability performance. If suppliers possess high sustainability risk, the onsite inspection will be required to verify the assessment result. 2. Onsite audit PTT team in conjunction with a third-party agency conducted sustainability assessments for high-risk suppliers using the sustainability performance assessment form. Supplier that remained high-risk will be requested to submit Corrective Action Plan in which PTT will continuously monitor and support on the implementation'. However, no further description found of the compliance monitoring process covering all its own operations. [Human Rights Management_web, N/A: pttplc.com] & [Supply Chain Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Discloses % of EX BP's monitored: The webpage section Supply Chain Management notes: '100% of suppliers who have contracts with PTT in the amount of 2 million Baht or more and/or work that may affect safety and the environment, including suppliers who wish to register vendors with PTT have signed an acknowledgment and comply with the PTT Supplier Sustainable Code of Conduct: SSCoC'. It adds that in 2022 it 'Assessed 8 other goods and service suppliers, which is equivalent to 100% of targeted Critical/Strategic suppliers'. However, it is not clear the proportion it represents. The Company is expected to disclose the proportion of its business partners that is monitored in human rights compliance. [Supply Chain Management_web, N/A: pttplc.com] • Not Met: Describes how workers are involved in monitoring Score 2 • Met: Score of 2 on A.1.2.a • Not Met: Describes corrective actions process: The webpage section Supply Chain Management discloses a list of Recommendations from the audit regarding its Social dimension: Occupational Safety and Health - Prepare a list of environmental impacts safety and occupational health of the community that may occur in addition to the company's activities, along with determining guidelines for eliminating/ mitigating those impacts. Labor Management and Human Rights - Organize activities with the community using the company's potential, such as maintenance of public properties, internship acceptance (in related fields), and supporting various community projects. Human Capital, Community, and Social Development - Arrange to collect a list of knowledge that has the potential to be essential to the company's business operations in the future. Communicate human rights policy based on fundamental human rights principles or a global operating framework that aligns with the business model for all personnel within the organization to acknowledge together'. However, this indicator looks for the standard process it has in place to implement corrective action plans where non-compliances are found as part of the monitoring process. [Supply Chain Management_web, N/A: pttplc.com] • Not Met: Discloses findings and number of correction action processes
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Met: HRs performance affects selection EX BPs: The webpage section Human Rights Management notes: 'PTT has supported its business partners throughout the business value chain to operate with the human rights respect and principles in minds. Starting with the process of supplier selection either from the existing vendor list or it is a new vendor, the awarded vendor must comply with the Environment, Social, and Governance (ESG) principles, apart from their performance and financial qualifications. Vendors who fail to meet the standard criteria will not be listed in the PTT Approved Vendor List (PTT AVL)'. The webpage section Supply Chain Management notes: '100% new suppliers are selected using the ESG Assessment Criteria'. [Human Rights Management_web, N/A: pttplc.com] & [Supply Chain Management_web, N/A: pttplc.com] • Met: HRs performance affects ongoing BPs relationships: As indicated above: The webpage section Human Rights Management notes: 'PTT has supported its business partners throughout the business value chain to operate with the human rights respect and principles in minds. Starting with the process of supplier selection either from the existing vendor list or it is a new vendor, the awarded vendor must comply with the Environment, Social, and Governance (ESG) principles, apart from their performance and financial qualifications. Vendors who fail to meet the standard criteria will not be listed in the PTT Approved Vendor List (PTT AVL)'. The webpage section Supply Chain Management adds: 'PTT reserves the right to inspect the sustainability performance as appropriate and if PTT finds that the selected supplier does not have the qualifications in accordance with the ESG Interception Criteria or does not perform in accordance with PTT Supplier Sustainable Code of Conduct (SSCoC) or fails to proceed the work as per the ESG Corrective Action Plan or finds that the level or condition of performance is less than that provided by law which may result in a loss, PTT reserves the right to suspend the work until it has been remedied or to terminate the contract'. [Human Rights Management_web, N/A: pttplc.com] & [Supply Chain Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Works with EX BPs to meet HRs requirements: The webpage section Supply Chain Management notes: 'In addition, in 2022, PTT organized a training program to enhance suppliers' capacity in human rights management as the topic is increasingly significant to business nowadays. The proportion of traders trained is 100% participating in the program including 8 high risk suppliers. PTT has been

Indicator Code	Indicator name	Score (out of 2)	Explanation
			continuously organized suppliers' sustainability training programs to provide an in-depth knowledge on specific ESG topics such as Corporate Governance, Human Rights, Safety and Eco-efficiency'. [Supply Chain Management_web, N/A: pttplc.com]
B.1.8	Approach to engagement with affected stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Discloses stakeholders whose HRs may be affected: The webpage section Human Rights Management discloses information on its human rights risk identification and assessment as well as risk mitigation plans for operations identified with risks. It also indicates: 'Residual risks will be assessed every two year or when there are incidents that might alter the risks/impacts covering the identification of risks/impacts on human rights of all stakeholders which are employees, contractors, communities, including vulnerable groups, which are women, indigenous people, migrant workers, transgender, underprivileged, handicaps, and children'. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Provides two examples of engagement with stakeholders: The webpage section Supply Chain Management notes: in the context of the coup d'état in Myanmar [in 2021], 'PTT has monitored and evaluated the situation to consider the impacts on various aspects on the company and on the stakeholders and to set measures/mitigation plans for an immediate governance and management [...]' PTTEP has continued to carry out social activities to help the communities in the areas which it operates to have a better quality of life. And with the current situation, PTTEP is concerned about the welfare and safety of all Myanmar people and hope that the incident will be resolved soon for Myanmar to return to peace again'. Also: 'PTT Group, on behalf of PTTEP AAA, has joined the mediation process with the seaweed farmer group, abiding by the order of the Federal Court of Australia'. Although the Company provides examples, it is not clear there is engagement with affected stakeholders [or in the second example, no further details found of it], where there is a dialogue between the Company and its stakeholders that enables it to hear, understand and respond to their interests and concerns in relation to human rights. The examples must take place in the last two years. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes process of identifying risks in own operations: The Company states that it 'includes human rights risk identification and assessment in various risk assessments of some significant business processes such as M&A due diligence, or environmental impact assessment (EIA) in the development of large construction projects of the company. Through this practice, the opportunities for the affected stakeholders are provided so that they can participate in assessing the effectiveness of the healing measures, the health and safety risk, as well as environmental aspects of all operation sites are assessed according to the ISO standards. Also, the risk assessment process and internal control of all the units in the company will be managed and set as measures. [...] Besides, to cover all risks and impacts in every process of business operations and to align with the international practices, PTT has adopted the human rights assessment guideline of UNGPs to assess residual risks remained in the overall operation of the PTT Group. To ascertain that the risks are assessed in all aspects covering throughout the business value chain of the Group. Residual risks will be assessed every two year or when there are incidents that might alter the risks/impacts covering the identification of risks/impacts on human rights of all stakeholders which are employees, contractors, communities, including vulnerable groups, which are women, indigenous people, migrant workers, transgender, underprivileged, handicaps, and children. Furthermore, the likelihood of the impacts from the activities of the company in the operation sites, or the products and services of the company, in the countries where the business are located, especially the conflicted areas, are also assessed'. The Company notes that its Human rights risk assessment includes the following steps: 1. Define the scope of business activities. 2. Define the human rights context. 3. Identify/ assess human rights issues at the operational level and rights issues at the individual level [...]. [Human Rights Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes process for identifying risks in EX BPs: The webpage section Supply Chain Management notes: 'PTT has established supplier assessment and audit programs to manage risks, define mitigation plans, and evaluate performance based on jointly developed mitigation plans. Assessments consider quality, quantity, and safety in production and delivery, PTT's basic requirements, and minimum requirements in labor and environmental laws and management standards inclusive of ISO 9001, ISO 14001, and ISO 45001, and compliance with the anti-corruption policy'. However, no further description of how it identifies human rights risks and impacts in its business partners found. The Company has provided comments to CHRB regarding this indicator on its risk management system, in both its webpage and in its One Report. No further evidence found. [Supply Chain Management_web, N/A: pttplc.com] & [2022 One Report, 2023: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation • Met: Describes how risk identification system is triggered by new circumstances: Residual risks will be assessed every two year or when there are incidents that might alter the risks/impacts covering the identification of risks/impacts on human rights of all stakeholders which are employees, contractors, communities, including vulnerable groups, which are women, indigenous people, migrant workers, transgender, underprivileged, handicaps, and children. Furthermore, the likelihood of the impacts from the activities of the company in the operation sites, or the products and services of the company, in the countries where the business are located, especially the conflicted areas, are also assessed. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Describes risks identified in relation to new circumstances: The webpage section Supply Chain Management notes: 'PTT has worked with the community member to improve and prevent the violence might caused from the operation of the company (especially in the conflicted areas) as well as the process to handle threatening, intimidation, and violence to women'. However, this indicator looks for a description of the risks identified when its global system to identify human rights risks is triggered by new country operations, new relationships, new human rights challenges or conflict affecting particular locations. [Supply Chain Management_web, N/A: pttplc.com]
B.2.2	Assessing human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes assessment process and discloses salient HRs risks: The webpage section Human Rights Management indicates: 'the likelihood of the impacts from the activities of the company in the operation sites, or the products and services of the company, in the countries where the business are located, especially the conflicted areas, are also assessed. [...] Criteria on human rights risk assessment is based on two aspects: impacts and likelihood. [...] Impacts on human rights can be considered based upon various factors such as geography, society, economy, as well as size, scope, and irremediability of the company'. It details with two tables how it assesses both the impact and the likelihood of a human rights risk. [Human Rights Management_web, N/A: pttplc.com] • Met: Describes how process applies to EX BPs: The webpage section Human Rights Management indicates: 'PTT has also proactively identified and assessed its human rights impacts (Human Rights Due Diligence) covering the operations of PTT and companies in PTT Group, under the guiding principles sated in the PTT Group Way of Conduct, by which 17 companies located in 21 countries covering 50 operational sites are covered. The material topics found are [...] suppliers' working conditions, communities' living standards [...]'. It also details the salient human rights risks identified at 'Contractors and Tier 1 Suppliers' and 'Joint ventures where PTT has invested through PTT Group subsidiaries.' [Human Rights Management_web, N/A: pttplc.com] • Met: Public disclosure of results of HRs risk assessment: The webpage section Human Rights Management indicates: 'PTT has also proactively identified and assessed its human rights impacts (Human Rights Due Diligence) covering the operations of PTT and companies in PTT Group, under the guiding principles sated in the PTT Group Way of Conduct, by which 17 companies located in 21 countries covering 50 operational sites are covered. The material topics found are security and safety, employees and contractors' occupational health, labor rights, suppliers' working conditions, communities' living standards, and the rights of indigenous people. It further details the risks identified in 'Operations under PTT's management control', 'Contractors and Tier 1 Suppliers', and 'Joint ventures where PTT has invested through PTT Group subsidiaries'. [Human Rights Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes system to prevent, mitigate and remediate HRs issues: The Company lists that the fifth step of its human rights risk assessment is to identify mitigation and controls measures. The Company has listed risk mitigation plans for its own operation, its suppliers and contractors, and its joint ventures. For example, regarding its own operations, mitigation plans include: 'Maintain compliance with PTT Human Rights Management System. Improve supplier practices regarding sustainability and human rights. Organize training and build awareness of business and human rights. Review the human rights policy and establish measures to prevent'. It also further explains its mitigation plans by subtopics, Activities/site or companies of which the issues found, and 2022 progress. [Human Rights Management_web, N/A: pttplc.com] • Met: Describes how global system applies to EX BPs: See above. Also, regarding its Contractors and Tier 1 Suppliers, mitigation plans include: 'Closely monitoring on risk and environmental management during the operation; Monitor and maintain stakeholders' engagement, including local communities and government parties; Maintain dependable safety practices; Improvement of supplier audit dimension'. [Human Rights Management_web, N/A: pttplc.com] • Met: Example of actions decided on at least 1 salient HRs issue: The webpage section Human Rights Management provides an example of mitigation plan for Security and occupational health: 'Safety driving training for drivers, and setting routes, and rest areas, together by the drivers and experts'. In the 2022 progress, it indicates: 'Drivers were trained according to planned schedule; Transportation routes during long holidays were set'. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1: See above. • Not Met: Describes how stakeholders involved in decisions about actions taken
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system for evaluation effectiveness of actions: The webpage section Human Rights Management discloses a table with Human rights material topics, mitigation plans and 2022 progress [among other information]. However, although it indicates the progress of its mitigation measures, no description found of its system for tracking or monitoring the actions taken in response to human rights risks and impacts, in order to evaluate whether the actions have been effective or have missed key issues or not produced the desired results. The 2022 One Report provides information on 'Key Performance According to Sustainability Strategic Direction'. No further evidence found. [Human Rights Management_web, N/A: pttplc.com] & [2022 One Report, 2023: pttplc.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions: The webpage section Capital Project Management indicates that 'PTT's community engagement process is as follows: [...] projects requiring EIA reports, at least two public hearings shall be organized: the first to gather feedback on project details, scope of study, and assessment of alternatives or project site location, and the second on the draft EIA report, preventative measures, mitigation plans, and environmental impact monitoring. Prior to each hearing, a public announcement will be made to provide information on the feedback process, including timing, location, available channels, and other details to help people understand and go through the process to express their opinions'. Still in the context of Community Engagement, it adds: 'In the health and sports area, we launched a sports construction field project in addition to distributing face masks and hand sanitizers to surrounding communities affected by Covid-19'. The 2022 One Report indicates: 'The company also provided COVID-19 vaccination to employees, contractors, and their families. Besides, the company closely monitored trends of the pandemic situation, the number of infected people and risk groups, and continuously announced measures and guidelines from relevant government agencies. The data is used to define appropriate measures and guidelines to prevent and reduce the risk of infection in PTT's workplace that correspond to the situation of the pandemic'. However, none of the examples found are salient Human Rights risks identified during its Human Rights assessments. No example found of the lessons learned while tracking the effectiveness of its actions on at least one of its salient human rights issues as a result of its due diligence process. [Capital Project Management_web, N/A: pttplc.com] & [2022 One Report, 2023: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions: On the subtopic of 'Traffic in the community area', the Company indicates its 2022 progress [on its mitigation plans]: 'Transportation plan was set, and community feedback was surveyed'. However, although the Company provides an example of how communities in consulted, it is not clear how affected stakeholders are involved in in evaluation of actions taken. This subindicator looks for a description of a system to involve affected stakeholders in evaluation of whether the actions taken [in the context of a due diligence process, to address Human Rights risks and impacts] have been effective. The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Management_web, N/A: pttplc.com]
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Provides two examples of comms with stakeholders: On the subtopic of 'Unfair treatment' the Company indicates its 2022 progress [on its mitigation plans]: 'Meeting between the labor union, employee committee, and welfare committee was held every two months'. As for 'Damages of community's assets or belongings': 'communicated with community leaders continuously'. However, this subindicator looks for two examples demonstrating how it communicates with affected stakeholders regarding specific human rights impacts raised by them or on their behalf, focusing on how the Companies ensure meaningful information reaches affected stakeholders, how it responds, in communication terms, to issues raised by stakeholders and about their access to those communications. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all workers: The webpage section Human Rights Management indicates: 'PTT has developed complaint receiving channels for internal and external stakeholders and added more compliant categories and channels for stakeholders to always access easily and conveniently, equipped with Thai and English version. Also, complainants can file their complaint or suggestions and concerns with companies in PTT Group located aboard through their websites or social media channels available in their regions and the languages used in those countries' [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: As indicated above, the webpage section Human Rights Management indicates: 'PTT has developed complaint receiving channels for internal and external stakeholders and added more compliant categories and channels for stakeholders to always access easily and conveniently, equipped with Thai and English version. Also, complainants can file their complaint or suggestions and concerns with companies in PTT Group located aboard through their websites or social media channels available in their regions and the languages used in those countries'. Employees receive human rights training [see B.1.5] and, the Human Rights Statement contains provisions on its grievance mechanisms. [Human Rights Management_web, N/A: pttplc.com] • Met: Describes how workers in EX BPs access grievance mechanism: The Company states in its Supplier Sustainable Code of Conduct that as a minimum, the Company expects its suppliers and contractors to maintain a strong commitment to establishing grievance mechanisms that provide a means of anonymous grievance reporting and appropriate follow-up measures while protecting the confidentiality of the complainant. [PTT suppliers sustainable code of conduct, N/A: pttplc.com] • Met: Expects EX BPs to convey expectation to their BPs: The webpage section Human Rights Management indicates: 'PTT has supported its suppliers to set grievance mechanism to receive complaints from internal and external stakeholders and therefore supported the suppliers to show their expectation towards their own business partners to set grievance mechanism so that all groups of stakeholders throughout the business value chain could access to the compensation and remedy process'. [Human Rights Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.2	Grievance mechanism(s) for external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Grievance mechanism accessible to all external individuals and communities: The webpage section Human Rights Management indicates: 'PTT has developed complaint receiving channels for internal and external stakeholders and added more compliant categories and channels for stakeholders to always access easily and conveniently, equipped with Thai and English version. Also, complainants can file their complaint or suggestions and concerns with companies in PTT Group located abroad through their websites or social media channels available in their regions and the languages used in those countries'. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: As indicated above, the webpage section Human Rights Management indicates: 'PTT has developed complaint receiving channels for internal and external stakeholders and added more compliant categories and channels for stakeholders to always access easily and conveniently, equipped with Thai and English version. Also, complainants can file their complaint or suggestions and concerns with companies in PTT Group located abroad through their websites or social media channels available in their regions and the languages used in those countries'. It adds: 'Each operational area has set plans for community visits by PTT community relations team staff who will listen to the complaints, concerns, and expectations of stakeholders, and record any impacts caused to stakeholders. Mitigation measures are established and developed. Grievance mechanisms and communications channels are set for each location'. However, although grievance mechanisms are set for each location, it is not clear how it ensures all affected external stakeholders, including communities, are made aware of it. [Human Rights Management_web, N/A: pttplc.com] • Met: Describes how external individuals/communities access grievance mechanism: The webpage section Human Rights Management indicates: 'PTT has supported its suppliers to set grievance mechanism to receive complaints from internal and external stakeholders and therefore supported the suppliers to show their expectation towards their own business partners to set grievance mechanism so that all groups of stakeholders throughout the business value chain could access to the compensation and remedy process'. [Human Rights Management_web, N/A: pttplc.com] • Met: Expects EX BPs to convey expectation to their BPs: See above. [Human Rights Management_web, N/A: pttplc.com]
C.3	Users are involved in the design and performance of the mechanism(s)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on design and performance: The Company has provided comments to CHRB regarding this subindicator. However, evidence was not material [Human Rights Management_web, N/A: pttplc.com] • Not Met: Provides user engagement examples (at least two) on design and performance: As above. <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how users engaged on improvement of mechanism: The webpage section Human Rights Management indicates: 'Systematic process to receive suggestions and to file complaints of the stakeholders is set as follows: PTT suppliers: Provision of suggestions and recommendations to improve complaint filing process in the annual supplier seminar. Some of the suggestions are used to develop personal data protection system, and the channels for grievances and appeals on website. Employees: Sample groups are invited by responsible units to share their opinions in improving internal complaint filing process and participating in testing complaint filing system'. [Human Rights Management_web, N/A: pttplc.com] • Met: Provides user engagement examples (at least two) on improvement: As above. [Human Rights Management_web, N/A: pttplc.com]
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes procedure and timescales for managing complaints or concerns: The webpage section Human Rights Management indicates: 'PTT will analyse the causes, resolve, and prevent the recurrence of the incident accordingly. In case that the prevention and healing process fail to provide initial solutions. PTT will deploy a tripartite team, consisting of representative from the impacted stakeholder, such as, representatives from local authorities, community leaders, and related government agencies, to handle the process for utmost effectiveness and satisfaction of all related parties. [...] The company also set an effective timeframe

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>of complaint management process of which employee complaints should be handled within 30 days while the complaints from external stakeholders must be checked, solved, and feedbacked to the complainants within seven working days'. [Human Rights Management_web, N/A: pttplc.com]</p> <ul style="list-style-type: none"> • Not Met: Describes technical, financial, advisory support to enable equal access Score 2 • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Describes escalation to senior levels / independent adjudicators: The webpage section Human Rights Management indicates: 'In case that the prevention and healing process fail to provide initial solutions. PTT will deploy a tripartite team, consisting of representative from the impacted stakeholder, such as, representatives from local authorities, community leaders, and related government agencies, to handle the process for utmost effectiveness and satisfaction of all related parties'. However, this subindicator looks for a description of how complaints or concerns for workers and all external individuals and communities may be escalated to more senior levels or independent third party adjudicators or mediators to challenge the process or outcome at the complainant's discretion. [Human Rights Management_web, N/A: pttplc.com]
C.5	Prohibition of retaliation for raising complaints or concerns	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Public statement prohibiting retaliation against workers/stakeholders: The Company states that 'PTT has realized the importance of the complainant and human rights watch group protection by setting the protection system to keep them safe and measures to provide justice to the complainants or the cooperators who give traces or information related to the issues'. However, no evidence found of an explicit commitment to prohibiting retaliation against both employees and other stakeholders. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes practical measures to prevent retaliation • Not Met: Specifies no legal action, firing or violence • Not Met: Expects EX BPs to prohibit retaliation against workers/stakeholders
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights • Not Met: Does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms: The Human Rights Statement indicates: 'we do not prevent or obstruct access to state-based judicial processes of affected stakeholders, their legitimate representative, or rights defender, and will cooperate with any such mechanism with faithfulness'. However, no further details found, including the process by which it would collaborate with state-based non-judicial mechanisms. [Human Rights Statement, 02/06/2021: pttplc.com] • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes how remedy would be provided if no adverse impact identified: The webpage section Human Rights Management indicates: 'Channels for grievances and appeals process are provided especially for the emergency and crisis situations in each operation area. Access to remedy is also set in terms of financial, compensation and supports, and non-financial, complaint filing points to provide first assistance and healing, or suggestions by the experts. Systematic process to receive suggestions and to file complaints of the stakeholders is set. [...] Complainants who might be impacted from the operation of the company can file their complaints to the complaint filing center of each project or to the PTT Customer Relations Call Center. Consequently, PTT will analyse the causes, resolve, and prevent the recurrence of the incident accordingly. In case that the prevention and healing process fail to provide initial solutions. PTT will deploy a tripartite team, consisting of representative from the impacted stakeholder, such as, representatives from local authorities, community leaders, and related government agencies, to handle the process for utmost effectiveness and satisfaction of all related parties'. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts: In the context of its operations in Myanmar, the webpage section Human Rights Management indicates: 'After the 2021 coup in Myanmar, PTT has monitored and evaluated the situation to consider the impacts on various aspects on the company and on the stakeholders and to set measures/mitigation plans for

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>an immediate governance and management as follows: [...] PTT, as PTTEP's major shareholder, has set roles and responsibility to govern companies in the Group and set mitigation plan and preventive measures'. However, the subindicator looks for a description of changes to systems, processes and practices to prevent similar adverse impacts [adverse human rights impacts which it has caused or to which it has contributed] in the future. [Human Rights Management_web, N/A: pttplc.com]</p> <ul style="list-style-type: none"> • Not Met: Describes approach to monitoring/implementing agreed remedy: See above. In the context of its operations in Myanmar, the webpage section Human Rights Management indicates: 'PTT, as PTTEP's major shareholder, has set roles and responsibility to govern companies in the Group and set mitigation plan and preventive measures as follows: [...] The committee is responsible for closely monitoring the situation and impacts on the stakeholders who are the workers, or communities, who are directly or indirectly impacted, and for reviewing the prevention and mitigation measures rapidly and carefully'. However, this subindicator looks for a description of its approach to monitoring implementation of the agreed remedy for adverse human rights impacts which it has caused or to which it has contributed. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Describes approach to learning from incidents if no adverse impacts identified: The webpage section Human Rights Management discloses a table with risk mitigation plans for operations identified with risks. However, this subindicator looks for a description the approach it would take to review and change systems, processes or practices [in the light of adverse impacts] to prevent similar adverse impacts in the future. No further evidence found. [Human Rights Management_web, N/A: pttplc.com]
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The webpage section Human Rights Management indicates: 'In 2022, there was no complaints relating to human rights violation or the in compliant practices violating human rights law. [...] In 2022, no human rights complaints relating to security guards of PTT'. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Example of how lessons from mechanism improved HRs management system: The Company has published a document [Montara: A Lesson Learned] where it reports on the incident and lessons learned, including on: governance, safety culture, management systems. However, this subindicator looks for an example specifically of how lessons from the grievance mechanism have contributed to improving the Company's human rights management system. Moreover, evidence comes from a source dated in 2017 which is considered outdated according to the CHRB three-reporting-year timeframe policy. No further evidence found in the webpage section Human Rights Management. [Montara: A Lesson Learned, 03/2017: pttep.com] & [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result: The Company has published a document [Montara: A Lesson Learned] where it reports on the incident and lessons learned. However, evidence comes from a source dated in 2017 which is considered outdated according to the CHRB three-reporting-year timeframe policy. The webpage section Human Rights Management indicates: 'Systematic process to receive suggestions and to file complaints of the stakeholders is set as follows: PTT suppliers: Provision of suggestions and recommendations to improve complaint filing process in the annual supplier seminar. Some of the suggestions are used to develop personal data protection system, and the channels for grievances and appeals on website. Employees: Sample groups are invited by responsible units to share their opinions in improving internal complaint filing process and participating in testing complaint filing system'. However, no description of the process to review the effectiveness of the grievance mechanism found. Moreover, the Company is expected to provide an example of changes made to improve it based on the review. [Montara: A Lesson Learned, 03/2017: pttep.com] & [Human Rights Management_web, N/A: pttplc.com] • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders: The Company has published a document [Montara: A Lesson Learned] where it reports on the incident and lessons learned. However, evidence comes from a source dated in 2017 which is considered outdated according to the CHRB three-reporting-year timeframe policy. The subindicator looks for a description of the procedures it has in place to address delays or non-implementation of outcomes agreed with stakeholders. No further evidence found

Indicator Code	Indicator name	Score (out of 2)	Explanation
			in the webpage section Human Rights Management. [Montara: A Lesson Learned, 03/2017: pttep.com] & [Human Rights Management_web, N/A: pttplc.com]

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.1	Living wage (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Pays living wage or sets time-bound target: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Describes how living wage determined: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Achieved paying living wage: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Reviews definition living wage with unions: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Management_web, N/A: pttplc.com]
D.3.2	Transparency and accountability (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Reports of taxes and revenues beyond legal minimums: The Consolidated Revenue Transparency for the Year 2021 discloses information on: 15 countries plus 'Other countries', revenue, Profit (Loss) before tax, Income tax accrued (current year), Income tax paid (received) (Cash basis), Royalties, Number of Employees, Main business activity(ies). [Consolidated Revenue Transparency for the Year 2021, 2022: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Reports taxes and revenue by country: The Consolidated Revenue Transparency for the Year 2021 discloses information on: 15 countries plus 'Other countries', revenue, Profit (Loss) before tax, Income tax accrued (current year), Income tax paid (received) (Cash basis), Royalties, Number of Employees, Main business activity(ies). It further explains 'Other Countries': 'Brazil, China, Japan, Taiwan, Mexico, Australia, Algeria, Panama, Mauritius, Angola, Madagascar, Portugal, Netherlands, Hong Kong, Canada, and Mozambique'. It does not seem to disclose by country taxes and revenue payments to all countries where it operates, as it has this disclosure 'other countries'. The PTT Public Company Limited and its subsidiaries Report and consolidated financial statements 2021 contains information on Income taxes and deferred taxes, but it does not seem to be by country. [Consolidated Revenue Transparency for the Year 2021, 2022: pttplc.com] & [PTT Public Company Limited and its subsidiaries Report and consolidated financial statements 2021, 2022: ptt.listedcompany.com] • Not Met: Steps taken to promote transparency in non EITI countries: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Consolidated Revenue Transparency for the Year 2021, 2022: pttplc.com] • Not Met: Provides example of contracts for terms of exploitation for countries without disclosure requirements
D.3.3	Freedom of association and collective bargaining (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Measures to prohibit violence/retaliation against workers for joining trade union: The webpage section Human Rights Management indicates: 'There is no discrimination of differences in [...] membership of the labor union[...] and other issues that are not work related'. However, it is not clear the measures the Company puts in place to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). [Human Rights Management_web, N/A: pttplc.com] • Not Met: Discloses % of total direct operations covered by CB agreements: The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1: See above. [Human Rights Management_web, N/A: pttplc.com]
D.3.4	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own extractive operations, which includes JVs)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes process to identify H&S risks and impacts: The 2021 One Report states that ‘All operators take part in identifying risk areas and reporting them through an accident reporting system, including accidents, near miss incidents, and substandard safety behaviors or conditions. Reported through the Company’s intranet system, incidents are recorded and analyzed and investigated for root causes.’ The Company also reports that in 2021, there were 2,696 risks reported and recorded in the system. The 2022 Report indicates: ‘PTT and PTT Group consistently implemented Bow Tie Analysis and Barrier Validation to analyze and manage safety risks in the production process to control Major Accident Event (MAE) in operation. In 2022, the implementations have been expanded to many areas in PTT, such as Saiyok Compressor Station, Ratchaburi Compressor Station, Ethane Separation Plant, Natural gas separation plant unit 3, product storage, and utility systems, among others. In In addition, Barrier Validation is implemented to one of PTT Group company which is PTT Tank Terminal Company Limited. This is an important process that examines both equipment-type control measures and person-type control measures, as well as promoting the development and elevation of safety standards in the production process in PTT and PTT Group’s operating areas to prevent and reduce severe impacts from serious accidents such as fires, explosions, and hazardous chemical leaks, among others’. However, although the Company has systems to analyse and manage safety risks as well as to examine control measures, no description found of the process it has in place to identify its health and safety risks and impacts. [One report 2021, 2022: pttplc.com] & [2022 One Report, 2023: pttplc.com] • Met: Discloses injury rate or lost days for last reporting period: The Company reports that total Recordable Injury Rate per 200,000 working hours was 0 for employees and 0.038 for contractors in 2021. [One report 2021, 2022: pttplc.com] • Met: Discloses fatalities for last reporting period: The Company indicates the Fatalities as a result of work-related injury in 2022: zero. [2022 Performance Data, 2023: pttplc.com] • Met: Discloses occupational disease rate for last reporting period: The Occupational illness frequency rate in 2022 was zero. [2022 Performance Data, 2023: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Set targets for H&S performance: The 2021 One Report lists short-term performance targets within 2021 and long-term targets regarding Lost Time Accident (LTA), Total Recordable Injury Rate (TRIR) per 200,000 working hours, and Total Recordable Occupational IllnessRate (TROIR) per 200,000 working hours, and etc. For example, short-term target within 2021 for TRIR is 0.066 for employees and 0.080 for contractors. The 2022 One Report indicates: ‘Following PTT’s 2022 materiality assessment, the top five material topics from high to critical/ extreme levels, are as follows: [...] Occupational Health and Safety became less significant, considering PTT was able to systematically and effectively manage COVID-19 pandemic, enabling employees and contractors to take appropriate actions and promptly received aids when needed’. It also links Occupational Health and Safety to the different SDGs. However, no targets for fatalities found. [One report 2021, 2022: pttplc.com] & [2022 One Report, 2023: pttplc.com] • Not Met: Met targets or explains why not or actions to improve H&S management systems: See above. The Company reports that ‘in 2021, KPI performance on safety and occupational health for both employees and contractors met targets in all items. This has been achieved because of awareness raising programs for employees, and office employees have mostly worked from home.’ However, the Company does not have targets for fatalities. No further evidence found. [One report 2021, 2022: pttplc.com] & [2022 One Report, 2023: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.5	Indigenous peoples' rights and free prior and informed consent (FPIC) (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Process to identify/recognise indigenous rights holders: The webpage section Human Rights Management indicates: 'PTT considers the rights of the rights holders and vulnerable group along the process of human rights due diligence. Those who belong to rights holders' group are employees, suppliers, outsources, contractors, business partners, local communities, customers/consumers; and vulnerable group are [...] indigenous people [...]. Residual risks will be assessed every two year or when there are incidents that might alter the risks/impacts covering the identification of risks/impacts on human rights of all stakeholders which are employees, contractors, communities, including vulnerable groups, which are [...] indigenous people, [...]' . However, no description found of the process it has in place to identify and recognise affected indigenous peoples. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Describes how indigenous communities are engage during assessment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to FPIC: The Human rights statement indicates that 'in any cases where our business activities affect indigenous peoples, PTT's approach is to continue seeking the support and agreement of indigenous peoples through mutually agreed, transparent and culturally appropriate consultation and impact management processes'. It also adds that 'PTT has implemented the Community Development and Community Relations Guidebook, which is in line with the international standards related to the rights of local communities such as Free, Prior and Informed Consent (FPIC) commitment and IFC performance standards 7 (IFC PS 7)'. However, although it indicates that the guidebook is in line with the FPIC commitment, it is not clear whether the Company is actually committed to obtain FPIC. The Guidebook was not found in public domain. [Human Rights Statement, 02/06/2021: pttplc.com] • Not Met: Recent example of obtaining FPIC or not pursuing indigenous people's land/resources
D.3.6	Land rights: Land acquisition (in own extractive operations, which includes JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes approach to indentifying lang tenure rights holders and negotiating compensation: The webpage section Capital Project Management indicates: 'PTT strictly avoids implementing projects that would cause permanent resettlement of affected communities. We thoroughly design our project infrastructure, location, and construction routes that would create the most minimal impact, if any, on land and property usage, while ensuring the development is well-accepted by the community. As part of the planning process, a comprehensive exercise is carried out to understand and evaluate potential project ramifications, including environment impact assessments and public engagement. In cases where there is absolute necessity or no suitable alternative, PTT will provide information and consult with the affected populations to gain their understanding and acceptance. We will reasonably provide compensation arrangements, repairs management, and site restoration for damages and/or other impacts to the people's livelihoods resulting from demolition or other related construction activities'. However, it is not clear how it identifies legitimate tenure rights holders, including through engagement with the affected or potentially affected communities in the process, with particular attention to vulnerable or marginalised tenure rights holders and how it negotiates with them to provide adequate compensation or requested alternatives to financial compensation. [Capital Project Management_web, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes approach to compensation including valuation: As indicated above: 'We will reasonably provide compensation arrangements, repairs management, and site restoration for damages and/or other impacts to the people's livelihoods resulting from demolition or other related construction activities'. However, no details found on how legitimate tenure rights holders are involved in determining the valuation. [Capital Project Management_web, N/A: pttplc.com] • Not Met: Describes steps to meet IFC PS 5 in state deals

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.3.7	Security (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes security implementation (incl. VPs or ICOC) and provides an example: The Human Rights Statement indicates: 'We also support the principles of security and human rights in accordance to PTT Group Security Management Standard and Security Policy, which is in line with the Voluntary Principles on Security and Human Rights. In addition, the company promotes understanding and implementation of the Group Security Management Standard as part of human rights training for relevant employees, including security personnel'. The webpage section Human Rights Management indicates: 'PTT has also set training drills for its security guards by demanding security companies must train the security guards important knowledge, including the human rights, necessary for their duties which is done according to the term of reference. These drills also cover the safety and security which is fundamental rights, avoidance to use violence even to those who commit the crime. Security guards have no right to capture anyone except for those who commit crime on scene in PTT, however, every person accused of any crime is considered innocent until proven guilty. Every year, PTT and PTT Group train the security guards to handle situations such as siege of the operation sites by the community or the protesters. PTT has worked with the community member to improve and prevent the violence might caused from the operation of the company (especially in the conflicted areas) as well as the process to handle threatening, intimidation, and violence to women. In 2022, no human rights complaints relating to security guards of PTT'. [Human Rights Statement, 02/06/2021: pttplc.com] & [Human Rights Statement, 02/06/2021: pttplc.com] • Met: Ensures Business Partners/JVs follow security approach: See above. In addition, the Human Rights Statement indicates: 'The company also extends the principles in the Group Security Standard to its business partners to comply with a view to avoiding security arrangements at PTT sites contributing to human rights harm, including through misuse of our equipment and facilities'. [Human Rights Statement, 02/06/2021: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Security and HRs assessment includes input from local communities • Not Met: Two examples of working with local communities to improve security
D.3.8	Water and sanitation (in own extractive operations, which includes JVs)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes preventative/corrective action plans for water and sanitation risks: The webpage section Integrated Water Management indicates: 'Regarding managing water resources to also manage risks and opportunities in PTT Group's strategic areas, such as the eastern region of Thailand, especially in Rayong and Chonburi provinces which had a water shortage problem in 2005. The two provinces are the main production line locations critical to business operations. Therefore, PTT has established the PTT Group Water Management Team, which consists of experts in water management and public utility systems of companies in PTT Group, in collaboration with relevant agencies from the public, private, and community sectors, to drive systematic water management in terms of demand and supply. From analyzing and evaluating risks and opportunities, preparing short-term and long-term drought risk management plans, monitoring, evaluating, forecasting, and reporting on water situations in various areas, to developing a strategic plan for water resource management with the 3Rs (Reduce, Reuse, Recycle). The team is also responsible for effectively planning wastewater management, encouraging cooperation, and sharing best water management practices. In addition, a holistic water management working group (Central water management) has been appointed to support water management in related areas, divided into three sub-working groups. Water demand management executive committee; Water supply management executive committee; PTT's water management business executive committee. The sub-committees, as mentioned above, are structured to cover PTT Group's water performance, situational, and monitoring operations with objectives in close collaboration and coordination with relevant stakeholders, including strategic decision-making relating to its water businesses. Progress and performance will be monitored and reported to senior executives, including assistant directors, managing partners, downstream petroleum business organizations, and the executive vice president, to summarize the result with the PTT Group Management Committee later on'. [Water Management_web, N/A: pttplc.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Sets targets on water stewardship that consider water use by local communities: The webpage section Environment Management discloses its water consumption strategic targets: ‘Reduce water consumption in high-risk areas and limit water consumption at current levels or below in areas with high water consumption. PTT Group has determined the following water efficiency targets for our offices and operational areas: By 2030, reduce office water intensity by 10% from the 2013 baseline. Maintain total freshwater withdrawal by PTT Group at 74 million cubic meters or below in 2022’. However, it is not clear how these targets on water stewardship that take into consideration water use by local communities and other users in the vicinity of its operations. [Environmental Management_web, N/A: pttplc.com] • Not Met: Reports progress in meeting targets and trends demonstrating progress: See above. However, no report found on its progress in meeting targets [targets that take into consideration water use by local communities and other users in the vicinity of its operations], including an analysis of trends demonstrating progress. [Environmental Management_web, N/A: pttplc.com]
D.3.9	Women’s rights (in own extractive operations, which include JVs)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes processes to stop harassment and violence against women: The webpage section Human Rights Management indicates: ‘PTT promotes the acceptance of the diversity and equal co-existence and put in principal guidelines that all its stakeholders are treated with fairness. [...] There is no discrimination of differences in [...] gender, [...] pregnancy and maternity leave, [...] and other issues that are not work related. PTT has set rules of disciplines and punishment for inappropriate deeds and announced for all employees’ acknowledgement. If any violation found, supervisors must file warnings and, for serious cases, punish according to the level of seriousness and case by case basis’. Although the Company indicates it promotes diversity, acknowledging that it will not engage in any type of discrimination, it does not describe its process to prohibit and address harassment, intimidation and violence specifically against women. [Human Rights Management_web, N/A: pttplc.com] • Not Met: Working conditions take into account gender issues: The Human Rights Statement indicates: ‘to reaffirm all employees have good quality of working life, we provide a safe and healthy working environment as well as promote the protection of vulnerable group such as people with disabilities and pregnant women’. However, no further description found of how it takes into account differential impacts on women and men of working conditions, including to reproductive health. The Company has provided comments to CHRB regarding this indicator. However, its content has not been found in publicly available sources. [Human Rights Statement, 02/06/2021: pttplc.com] & [Human Rights Management_web, N/A: pttplc.com] • Not Met: Measures and steps to address gender pay gap at all levels of employment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> • Area: Right to a safe, clean, healthy and sustainable environment • Headline: PTTEP ordered to compensate Indonesian farmers over Montara oil spill • Story: On May 3, 2017, the Indonesian government filed the lawsuit against PTT Exploration and Production (PTTEP) and its Australian subsidiary over the so-called Montara oil spill off Australia in 2009 that it claims caused environmental damage in the archipelago's waters. The Indonesian government is seeking USD 2 billion in damages. <p>Over the years, Indonesia had tried to negotiate with the company to come to a resolution but was not satisfied with their response. An independent commission, which included the former Indonesian and Thailand foreign ministers, did not manage to resolve the issue when PTTEP failed to show up for the signing of an agreement over the oil spill in late 2012, the deputy minister said.</p> <p>On 21 March 2021, more than 15,000 Indonesian seaweed farmers stand to be compensated over the Montara oil spill after they won a protracted class action battle against PTT Exploration & Production.</p> <p>The Federal Court found that the 2009 Montara oil spill travelled 240 kilometres into Indonesian waters and destroyed the seaweed crops and livelihood of West Timor farmers. Moreover, the judge found that there was no other plausible explanation for the widespread loss to the farmers of the Kupang and Rote Ndao regions other than the oil spill.</p> <p>The Judge ordered PTTEP to pay one of the farmers damages for his losses from 2009 to 2014, which amounted to USD 17,241, and sought further submissions to determine how many other seaweed farmers were entitled to compensation, but if the 15,000 seaweed farmers who joined the class action are deemed eligible, the damages could run into millions of dollars.</p> <p>[The Australian, 05/05/2017, "Indonesia sues over Montara spill": theaustralian.com.au] [Business & Human Rights Resource Centre, 21/03/2021, "Class action win for Indonesian farmers after 2009 Montara oil spill": business-humanrights.org] [The Nation, 21/10/2022, "PTTEP agrees to pay Indonesian seaweed farmers \$129 million over 2009 oil spill": nationthailand.com]</p>
E(1).1	The company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Public response: PTTEPAA said the group of farmers has agreed to drop its lawsuit and the settlement does not mean PTTEP Australasia is at fault. It added that details of the settlement cannot be released now because it is still being deliberated in court. [The Nation, 21/10/2022: nationthailand.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: In the Company references the case on its website. It states that 'PTT adheres to the human rights as its fundamental principle of environmental protection in every operation site. For this case, PTT Group, on behalf of PTTEP AAA, has joined the mediation process with the seaweed farmer group, abiding by the order of the Federal Court of Australia. This is a normal procedure under Australian law and has reached an agreement in principle. PTTEP AAA will pay AUD 192.5 million (or the equivalent of approximately US\$129 million) to settle all class action proceedings (including appeals) to seaweed farmers in Indonesia. However, the agreement in principle to settle class actions does not constitute PTTEP AAA's liability. Details cannot be disclosed at this time as the agreement in principle is pending in the Federal Court of Australia'. However, this statement does not address the details of the alleged events, such as the damage done by the spill. [PTT Group's Mediation on Under Class Action with the Montara Seaweed Farmers in Indonesia, N/A: pttplc.com]
E(1).2	The company has investigated and taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Engaged with stakeholders: There is no evidence suggesting that the company engaged with the affected stakeholders. • Not Met: Identified cause: The company does not present investigative results on the underlying causes of the events concerned.

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements: There is no evidence that the company made changes to its management systems following the events and their human rights impacts. • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Provided remedy: The Company states on its website that 'For this case, PTT Group, on behalf of PTTEP AAA, has joined the mediation process with the seaweed farmer group, abiding by the order of the Federal Court of Australia. [...] and has reached an agreement in principle.' The participation in the mediation process can be considered engagement with the affected stakeholders. [PTT Group's Mediation on Under Class Action with the Montara Seaweed Farmers in Indonesia, N/A: pttplc.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Met: Remedy delivered: In case of Montara, PTT has mentioned on the remediation taken as stated 'PTTEP AAA will pay AUD 192.5 million (or the equivalent of approximately US\$129 million) to settle all class action proceedings (including appeals) to seaweed farmers in Indonesia'. No evidence was found that indicated the remedy was not delivered as agreed. [PTT Group's Mediation on Under Class Action with the Montara Seaweed Farmers in Indonesia, N/A: pttplc.com] • Not Met: Independent remedy process used

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