



HUMAN RIGHTS POLICY

Aditya Birla Group is a Global Conglomerate, a Purpose led and Value driven organisation with Integrity, Commitment, Passion, Seamlessness and Speed. Our Group Purpose is to "Enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust". Our Group Purpose and Values form the foundation for all actions and decisions within our businesses.

Aditya Birla Chemicals (Thailand) Limited of Aditya Birla Group recognises the valuable role that businesses can play in the longer-term protection of human rights. The business units are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognised frameworks including the United Nations Guiding Principles for Business and Human Rights, National & International Standard and its associated national & international instruments.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues and resolving grievances from affected stakeholders effectively.

Applicability: This Policy shall apply and be adopted by all sites and offices owned, controlled and managed by Aditya Birla Chemicals (Thailand) Limited.

Oversight: The Director signing this Policy is accountable for the Policy and Unit Heads are responsible for implementing the policy at their respective sites.

Aditya Birla Chemicals (Thailand) Limited endeavours to achieve our commitment by:

- Maintaining legal compliance with applicable constitutional and regulatory human rights requirements and conforming to relevant standards
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples, land acquisition, supply chain and security management

Aditya Birla Chemicals (Thailand) Limited

Chlor Alkali Division
No 3, Soi G-2,
Prakornsongkrorad Road,
Tambol Hueypong
Rayong – 21150

Advanced Materials Division
No 2, I-5 Road, Tambol
Maptaphut Amohur
Muangrayong
Rayong – 21150

Sulphites Division
82 Moo.5
Sudbantad Road
Taldiew Kaengkhoi
Saraburi – 18110

Phosphates Division
77 Moo 6 Soi
Sukhapiban 1
Poochaosamingprai Road
Samutprakarn - 10130



- Engaging with value chain partners to adopt the Aditya Birla Chemicals (Thailand) Limited business human rights policies, principles and practices and encourage appropriate human rights management across the supply and value chain
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women or migrant workers
- Prohibiting all forms of child labour, forced / trafficked labour, discrimination and harassment
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations or collective bargaining
- Respect the right of all workers to form and join a trade union and work council of their choice without fear of intimidation or reprisal, in accordance with national law
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance
- Raise human rights awareness at all levels of our operations, through training and effective communication, participation and consultation with employees and contractors
- Undertake internal and third-party audits at regular intervals to assess human rights performance and conduct due diligence during mergers and acquisitions, new projects
- Communicate this Policy within the Organisation and engage with external stakeholders and wider communities to broaden our understanding of human rights priorities, their links to global issues and initiate actions on key human rights challenges

This policy shall be reviewed periodically for its suitability and updated as necessary.

A handwritten signature in blue ink, appearing to be "M. C. B.", is written over the printed name of the Director.

Director

Aditya Birla Chemicals (Thailand) Limited

Date: 4th September 2025

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