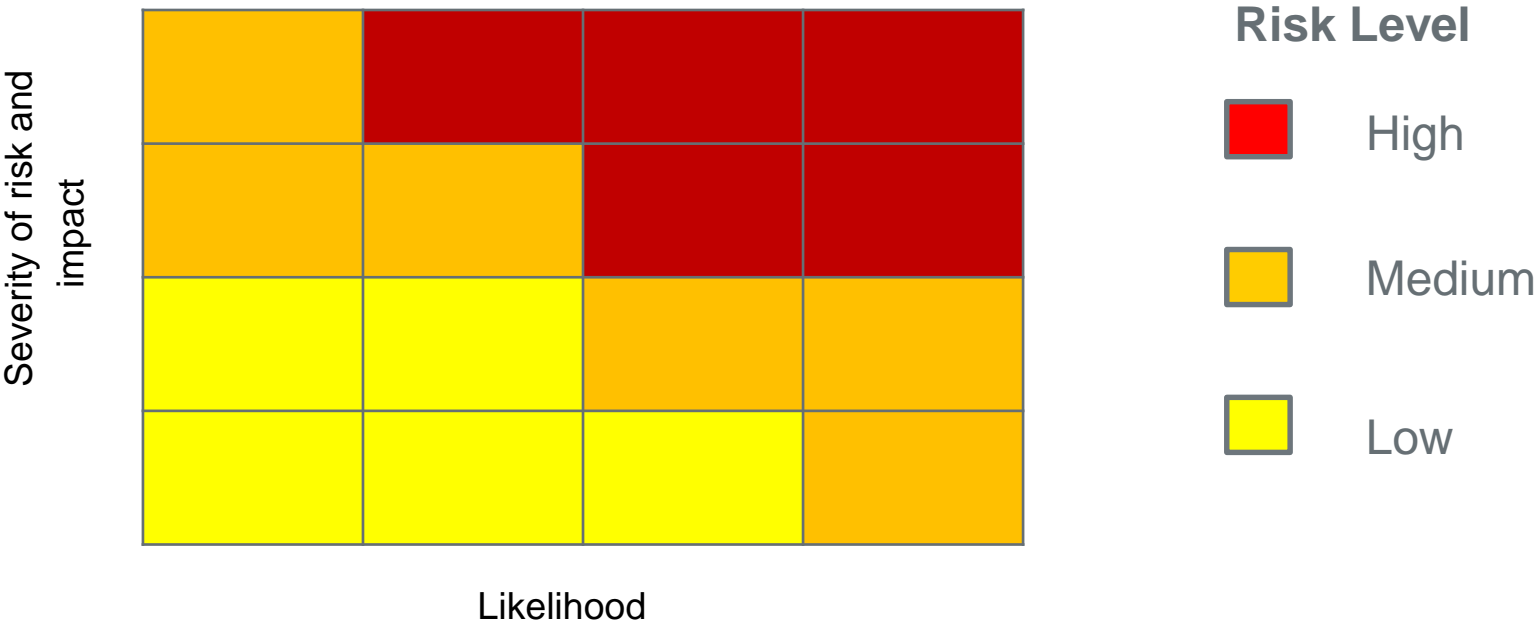


# Human Rights Due Diligence

## Airport of Thailand Public Company Limited



AOT undergoes the human rights due diligence process to identify, prevent, and mitigate adverse human rights impacts as a result of its activities throughout value chain. As part of the process, AOT conducted human rights risk assessment, which covered all of the airport operations, subsidiaries and relevant stakeholders – including both internal (e.g. employees) and external stakeholders (e.g. suppliers, contractors, and community) that also represent vulnerable groups (i.e. children, indigenous people, migrant labor) which may be or have been impacted by activities of AOT. The assessment of human rights risk level was conducted using a matrix below to determine the significance of the human rights based on two factors which are likelihood and severity.



# Human Rights Risks Assessment Criteria: Severity



| Severity Level | Scale<br>(seriousness of impact)  | Scope<br>(How many people are or will be affected)          | Irremediable Nature<br>(Difficulty to restore the people impacted to a situation before impact) |
|----------------|---|---|---|
| Critical (4)   | Significant impact to health and safety: physical disability or fatality                          | Impact to all stakeholders in the group                     | Impossible to restore or will take longer than 5 years ( $\geq 5$ years) to restore the impact  |
| High (3)       | Moderate impact to health and safety: serious injury that needs rehabilitation (loss time injury) | Impact to most stakeholders in particular stakeholder group | Take 3 to 5 years ( $3 \leq n < 5$ ) to restore the impact                                      |
| Medium (2)     | Slight impact to health and safety: minor injury or illness (no loss time)                        | Impact to some stakeholders in particular stakeholder group | Take 1 to 3 years ( $1 \leq n < 3$ ) to restore the impact                                      |
| Low (1)        | Minor impact to health and safety: first aid case   | No negative impact to stakeholder                           | Take less than a year ( $< 1$ year) to restore the impact                                       |








| Likelihood level  | Likelihood  |
|-------------------|---|
| Very likely (4)   | Such human rights issues have occurred consistently from the past until present.  |
| Likely (3)        | Such human rights issues have happened in the past and also occurred very often at the present.   |
| Unlikely (2)      | Such human rights issues have happened in the past and also occurred sometimes at the present depending on operation of business units. |
| Very unlikely (1) | Such human rights issues have never occurred in our business operation but have occurred in the industry of the operation.              |

Likelihood will be considered based on the local environment or context – the likelihood of a risk occurring is greater in a high risk operating environment (UN Guiding Principle 19).

# The Main Issues Identified



The results of the human rights risk assessment illustrate residual risks – risk levels post-mitigation measures. This reflects effectiveness of such mitigation measures and, therefore, guides the prioritization of salient human rights issues or main human rights issues that need to be addressed first. These human rights salient issues are as follows:

| Main Issues Identified                           | Relevant Right Holders   |   |   |   |   |   |   |
|--|--|---|---|---|---|---|---|
|  | Employee   | Local community   | Children  | Migrant workers   | Indigenous people   | Customers   | Supplier & Contractor   |
| Health and Safety of Customer                    |  |   |   |   |   |  |   |
| Working Conditions for Suppliers and Contractors |  |   |  |  |  |   |  |
| Working Conditions for Employees                 |  |   |   |   |   |   |   |
| Community health, safety, and livelihood         |  |  |   |   |   |   |   |

# Number of Sites with Mitigation Plans



Based on the human rights risk assessment, the results were summarized as follows:

- Own operation (including Subsidiaries, associated companies, and Joint Ventures where AOT has management control)

## Human Rights Risks Issues Identified

- Health and Safety of Customer
- Working Conditions for Suppliers and Contractors
- Working Conditions for Employees
- Community health, safety, and livelihood

- % of Sites with Human Rights Risks and Mitigation Plan

- 100% of own operation sites were assessed (7 operational sites with management control)
- 100% of all operational sites with human rights risk, accounted for all operational sites
- 100% of all high risk sites with mitigation plan and remediation process implemented

- Contractor & Tier 1 Supplier

## % of Sites with Human Rights Risks and Mitigation Plan

- 60% of total Contractor & Tier 1 Supplier were assessed.
- None of the Contractor & Tier 1 Supplier was found to be at risk.

## AOT Own Operation

| Human rights Risk Assessment   | Human Rights Issues  | Number and % of total assessed where risks have been identified | Number and % of risk with mitigation or remediation process implemented |
|--|--|---|---|
| <div>1. Airport of Thailand Headquarter</div> <div>2. Suvarnabhumi International Airport</div> <div>3. Don Mueang International Airport</div> <div>4. Chiang Mai International Airport</div> <div>5. Hat Yai International Airport</div> <div>6. Phuket International Airport</div> <div>7. Mae Fah Luang-Chiang Rai International Airport</div> | <ul style="list-style-type: none"><li>• Health and Safety of Customer</li><li>• Working Conditions for Suppliers and Contractors</li><li>• Working Conditions for Employees</li><li>• Community health, safety, and livelihood</li></ul> | 7 sites, accounted for 100 %                                    | 7 identified sites, 100%  |



AOT is committed to conduct human rights risk assessment within an appropriate timeframe in conjunction with preparing risk prevention and mitigation measures, providing reasonable remedies in cases of violations, monitoring and reporting performance, as well as reviewing policy commitment to ensure maximum effectiveness in human rights management.

Currently AOT has implemented various practices to ensure Human Rights compliance such as Corporate Governance Handbook, Safety Standards as per local and ICAO safety regulation, Supplier Sustainable Code of Conduct, Environmental Management Policy in the airports, etc.

In 2017, AOT had no cases of human rights violation. Thus, there were no remediation actions necessary and taken.