

Human Rights

Indicator	Target year	2025 results
Zero human rights violation complaints	Annual	0
100% of employees at all levels completed human rights training and assessment	Annual	100%
100% of critical suppliers assessed for human rights risks with preventive measures implemented	Annual	100%

2025 Performance

Construction Projects

Construction projects assessed for human rights risks and impacts	100%
Construction projects with identified risks	0.91%
At-risk construction projects with mitigation measures in place	100%

Critical Tier-1 Suppliers

Acknowledged human rights policy	39 suppliers (100%)
Suppliers with identified risks	2 suppliers (5.13%)
At-risk suppliers with mitigation measures in place	100%

Human Rights Due Diligence

The Company conducted a [Human Rights Due Diligence \(HRDD\)](#) review in accordance with the UN Guiding Principles on Business and Human Rights (UNGPR) and identified the top three high-risk human rights issues as follows:

Human rights issue	Risk	Measures and actions
1. Employee Occupational Health and Safety	Construction activities carry high risk of workplace accidents that may result in serious injuries, loss of limbs, or fatalities	<ul style="list-style-type: none"> • Assigning safety officers to construction projects as required and increasing the ratio of safety officers at medium to high-risk projects to ensure stringent safety oversight • Expand the Occupational Health and Safety Committee membership and provide training to employees across departments to understand and support safety management • Conduct regular inspections of working environment conditions
2. Worker Access to Welfare and Social Security	Worker lacks of information on access to legal welfare entitlements and Company-provided welfare insufficient to reduce risks and improve workers' quality of life	<ul style="list-style-type: none"> • Develop multilingual information materials on rights and legally entitled welfare for Company employees and supplier workers • Establish channels for receiving feedback and welfare development suggestions from employees and workers • Promote and support suppliers in accessing better services and welfare

Human rights issue	Risk	Measures and actions
3. Community Occupational Health and Safety	Accidents at construction sites in shared areas between projects and communities, such as falling construction materials or equipment obstructing traffic	<ul style="list-style-type: none"> • Conduct detailed risk assessments for potential community impacts throughout project construction activities • Provide complete protective equipment such as construction zone barriers and safety nets to prevent falling objects • Conduct regular work area inspections • Survey and engage with communities regularly to gather feedback, with complaint channels for monitoring issues and prompt remediation to prevent and minimize community damage

Human Rights Communication and Training

The Company communicates human rights information, particularly issues related to human rights in the construction industry, to all employees through various channels including the employee handbook "CIVIL's Blueprint: Values, Beliefs, Code of Conduct, and Guidelines for Moving Forward Together," new employee orientation, and daily pre-work Safety Talks. Additionally, the Company invited external speakers from the Baan Dek Foundation, experts with experience working on human rights issues among construction workers, to provide training for management, project managers, and employee representatives on risk issues and approaches to avoid human rights violations, especially for vulnerable groups such as migrant workers. The Company also invited supplier representatives to participate in this training.



Human rights training for the construction business by the Baan Dek Foundation

Furthermore, the Company communicates grievance channel at various project sites to ensure all stakeholders are informed and able to submit complaints or suggestions. This includes conducting human rights risk surveys with employees, suppliers, and stakeholders to enable the Company to improve and develop better human rights violation prevention approaches.



Communication on business ethics and human rights to project employees and suppliers



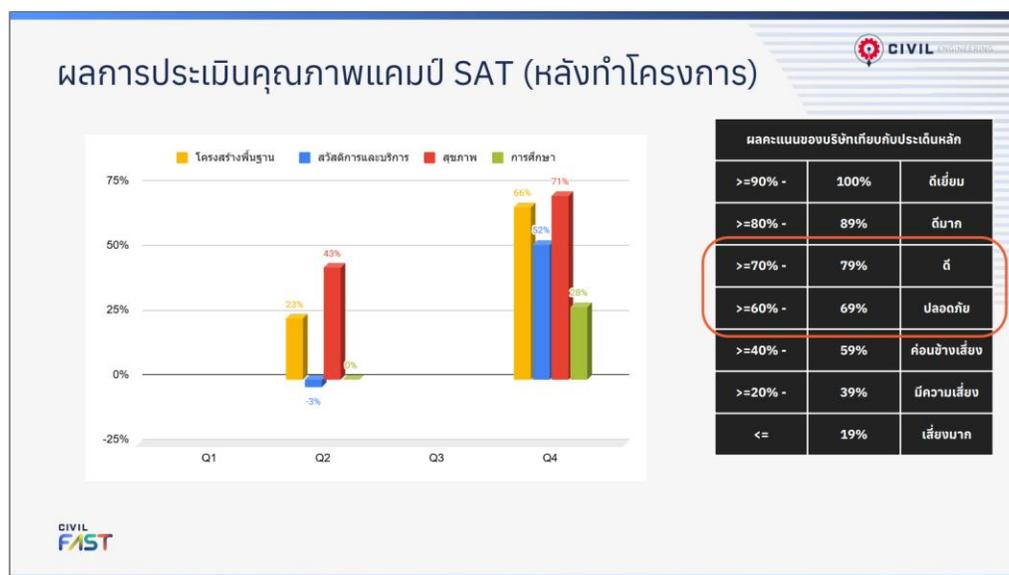
Site visit to engage and gather feedback from supplier migrant workers

Human Rights Programs

Pilot Worker Camp Development Program at the High-Speed Rail Construction Project, Bangkok-Nong Khai Section, Contract 4-7 (Saraburi-Kaeng Khoi)

Since March 2025, the Company has joined the Building Social Impact Initiative (BSI) network with the Child Development Network Foundation to improve the quality of life for workers in construction camps, particularly migrant workers of the Company's suppliers and subcontractors. The initiative uses the SAT (Site Assessment Tool) camp quality survey and assessment tool developed by the Baan Dek Foundation to evaluate four risk areas: Infrastructure, Welfare and Services, Health, and Education. The pilot was conducted at the employee camp of the High-Speed Rail Construction Project, Bangkok-Nong Khai Section, Contract 4-7 (Saraburi-Kaeng Khoi), and supplier camps in the same area.

The Baan Dek Foundation assessed the quality of both Company and supplier camps before and after program implementation. Results showed that post-implementation assessment scores improved by over 200% and reached safe standards, indicating significantly better quality of life for camp workers.



SAT camp quality survey and assessment results before and after program implementation

Risk Issue	Risk Details
Infrastructure	<ul style="list-style-type: none"> ● Cleanliness maintenance such as waste segregation points ● Zoning and safety regulation such as fire escape route planning
Welfare and Services	<ul style="list-style-type: none"> ● Information board on basic services in languages workers understand, such as emergency contact numbers
Health	<ul style="list-style-type: none"> ● Worker health surveys and data collection such as vaccinations and mosquito control
Education	<ul style="list-style-type: none"> ● No children present in construction camp areas

The Company implemented improvements in collaboration with suppliers and experts from the Baan Dek Foundation, including:

- Training activities on human rights, child protection, domestic violence prevention, safety measures, etc.



- Development of information board and communication to ensure all workers are informed of their rights and access to essential services



- Area development and improvements for cleanliness and safety to promote better quality of life for workers

