



Human Rights Due Diligence (HRDD)

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is a process that a business undertakes to identify, prevent, mitigate, and account for the human rights impacts that may arise from its business operations, in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), which were endorsed by the United Nations Human Rights Council in 2011 (B.E. 2554).

Origin Property Public Company Limited, as a developer of large-scale condominium real estate projects, recognizes the importance of conducting business with respect for human rights throughout the value chain, from procurement, construction, sales and handover through to after-sales service.

This document has been prepared with the following objectives:

1. **Disclosure:** To disclose information and demonstrate the transparency of the Company's human rights performance to all stakeholder groups.
2. **Commitment:** To reflect the Company's commitment to respecting human rights in line with the UNGPs.
3. **Practical guidance:** To establish the framework and approach for human rights operations within the organization.
4. **Continuous improvement:** To serve as a tool for reviewing and improving the Company's human rights performance.

Operating Framework

The Company has applied the operating framework based on the UNGPs and HRDD principles, which comprises five main steps:

1. **Scoping:** Identifying the human rights issues relevant to the Company's business operations.
2. **Risk assessment:** Analyzing and assessing potential human rights risks.
3. **Risk mitigation:** Establishing measures to prevent and reduce human rights impacts.
4. **Monitoring and review:** Monitoring and evaluating human rights performance.
5. **Remedy:** Providing grievance mechanisms and remedies for those affected.

Human Rights Due Diligence Process

1. Announcement of the Company's policy and principles on respect for human rights
2. Assessment of actual or potential impacts arising from the Company's activities
3. Integration of policy with assessment, including internal and external control mechanisms
4. Monitoring and reporting of human rights performance
5. Corrective action and human rights remedy

1. Announcement of the Company's Policy and Principles on Respect for Human Rights

The Company is committed to respecting the human rights of all stakeholders. It operates in accordance with international human rights principles and labor standards, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights. These cover opposition to human trafficking, forced labor, and child labor; non-discrimination; the elimination of all forms of sexual harassment and abuse; freedom of association; the right to collective bargaining; equality of remuneration; occupational health and safety; and other human rights matters.

The scope of the Company's human rights policy is not limited to internal operations. It extends broadly to subsidiaries, business partners, and trading partners, in order to build a business ecosystem that respects human dignity throughout the value chain. This reflects the Company's far-sighted vision of making human rights a key foundation of sustainable development. Further details are available on the Company's website.

The Company also has its business partners complete a partner sustainability questionnaire covering economic, social, and environmental issues, which includes human rights topics, so that business partners become aware that human rights is an important issue. This assessment is not merely a tool for monitoring compliance with the policy; it is also a key mechanism for raising awareness and instilling a mindset of respect for human rights as a strong and sustainable organizational culture.

2. Assessment of Actual or Potential Impacts Arising from the Company's Activities

The Company has conducted a human rights risk assessment to identify actual and potential risks arising from its own involvement or from its connections through business relationships. The assessment considers both internal and external stakeholder groups that may be directly or indirectly affected by the Company's business activities throughout the supply chain.

In addition, the Company takes into account vulnerable groups, such as forced laborers, women, children, indigenous peoples, migrant workers, third-party contract workers, and local communities that may be involved in business activities in the process. The main issues the Company prioritizes in its assessment include risks relating to equality of remuneration, discrimination, and other human rights issues related to business operations.

Value Chain and Operating Processes

	Development & Design	Sales & Marketing	Green Procurement	Construction	Deliverable & Service
Processes	• Research and gather information before development to match customer needs • Land acquisition • Sourcing of funding • Design of environmentally and community-friendly projects • Design, develop, and apply innovations in projects	• Marketing planning • Product presentation and sales • Advertising and marketing public relations • Sales promotion that reaches target customer groups	• Selection of environmentally friendly materials • Supplier selection	• Environmentally friendly construction • Quality inspection to meet standards	• Credit advisory for customers • Delivery of products that meet customer needs • After-sales service for residents • Receiving feedback

Stakeholders	• Community • Financial institutions • Partners (JV) • Customers • Government agencies • Employees	• Customers • Employees • Business partners • Mass media • Community	• Contractors • Business partners • Financial institutions • Government agencies • Employees	• Community • Financial institutions • Government agencies • Employees • Contractors	• Customers • Community • Financial institutions • Government agencies • Employees
Risk Issues	• Land encroachment • Access to community resources • Waste and pollution released to community • Corruption	• Misleading product information • Disclosure of personal data • Incomplete product information • Discrimination against customers	• Unfair price negotiation • Discrimination against business partners / contractors • Corruption	• Unfair labor practices • Health and hygiene • Workplace safety • Prolonged, continuous working hours • Waste and pollution released to community • Discrimination against business partners / contractors	• Disclosure of personal data • Delivery of products and services that do not meet customer needs

Comprehensive Assessment Scope

The Company requires the human rights risk assessment to cover every part of its business operations without exception. This means that every unit, every process, and every operating area of the Company is fully assessed, accounting for 100% of all business activities. The assessment is divided into two main parts so that risks can be analyzed in detail and with precision, as follows:

1. Core Business Activities

These are activities directly related to generating revenue for the Company and are at the heart of its business operations, consisting of:

- **Product operations:** covering everything from project design and development and the procurement of construction materials to construction and the handover of real estate to customers.
- **Service operations:** covering various services, such as post-sales project management, care of common areas, and customer services of various kinds.

2. Business Support Activities

These are activities that do not directly generate revenue but are important for ensuring that the business runs smoothly and efficiently, consisting of:

- **Business partner management:** selecting business partners; transparent procurement and fair competition; performance evaluation; developing partners' capabilities; and encouraging partners to comply with human rights principles.
- **Employee care:** recruitment and hiring; personnel development; compensation and benefits; the working environment; and occupational health and safety.
- **Customer service:** receiving complaints; resolving problems; protecting personal data; and communicating with customers.
- **Engagement with society and communities:** corporate social responsibility activities; community development; environmental care; and community participation in project areas.
- **Creating value for shareholders:** good corporate governance; information disclosure; and generating sustainable returns.

In addition, the Company extends its assessment to business processes that may arise in the future, such as joint ventures (JV) or mergers and acquisitions (M&A). Human rights risk assessment will be included as part of due diligence before business decisions are made, to ensure that every business expansion is consistent with the principle of respect for human rights. In 2025 (B.E. 2568), the Company had no human rights-related risks arise in its value chain.

3. Integration of Policy with Assessment, Including Internal and External Control Mechanisms

Step 1: Human Rights Identification

The human rights issues relevant to the Company's business activities are identified by benchmarking against companies in the services and retail sectors. The scope of the Company's relevant human rights is shown below:

Labor Rights	Community and Environmental Rights	Customer Rights	Business Partner Rights
Workplace environment	Standard of living and quality of life	Customer health and safety	Business partner code of conduct
Occupational health and safety of employees	Community occupational health and safety	Protection of customer data privacy	Confidentiality of business partner information
Non-discrimination	Community access to clean water	Non-discrimination toward customers	
Freedom of association and participation in bargaining	Waste and hazardous materials management		
Child labor and forced labor	Land acquisition		

Labor Rights

- **Workplace environment:** creating a physical environment that is safe for work, such as offices, noise, lighting, atmosphere, and working hours, as well as other environmental characteristics, such as equipment and tools that help employees work efficiently.
- **Occupational health and safety of employees:** operations concerning the occupational health and safety of employees at the Company and its operating sites, and plans to provide assistance, raise awareness, and provide access to occupational health and safety programs covering all employees.

- **Non-discrimination:** treating all employees equally, including equal and equitable pay, without using ethnicity, skin color, gender, religion, region, educational institution, political opinion, or other criteria as grounds for discrimination.
- **Freedom of association and participation in bargaining:** employees have the right to take part in negotiations and to express opinions fairly on work-related matters and benefits.
- **Child labor and forced labor:** adhering to laws on child and female labor, and not engaging in forced labor or human trafficking, both within the Company and among all business partners and allies.
- **Working hours:** giving importance to an appropriate working environment and working hours, with management of working time and overtime in line with the law and Company requirements.
- **Support for appropriate and adequate living wages:** the Company sets compensation at no less than the legal minimum wage and gives importance to paying fair compensation that is appropriate to employees' duties and responsibilities.

Child Rights

The Company respects and supports children's rights, giving priority to protecting children from exploitation, abuse, and impacts that may arise from business activities and business relationships. It operates in line with relevant laws and human rights standards, does not permit child labor, and strictly screens business partners on this issue.

Community and Environmental Rights

In carrying out real estate development projects, particularly urban condominium projects, taking the rights of surrounding communities into account is at the heart of responsible business practice. Development of an area inevitably affects the way of life, landscape, resources, and well-being of people in neighboring communities. Respect for community rights is therefore not merely a matter of laws or regulations, but an ethical commitment that the Company has always sought to uphold.

The Company recognizes the importance of opening space for communities to participate at every stage, from initial listening to opinions and impact assessment to transparent communication during construction. Community participation not only helps reduce conflicts and complaints but also opens the opportunity to develop projects that are truly consistent with the local context and the needs of the people in the community.

- **Standard of living and quality of life:** the Company's operations will not negatively affect nearby communities in terms of human rights, for example by reducing community members' income through unfair competition.
- **Community occupational health and safety:** the Company takes care to avoid operations that negatively affect community health and safety, such as accidents resulting from the Company's operations and various forms of pollution affecting the community.
- **Community access to clean water:** the Company's operations must not obstruct the community's access to clean water, for example by blocking water sources or drawing water from community sources to the point of causing drought.
- **Waste and hazardous materials management:** the Company manages and disposes of waste and hazardous materials properly, without impacting the environment and nearby communities, for example through wastewater treatment and chemical management.
- **Land acquisition:** assessing impacts before the Company begins operations to ensure that there will be no human rights impacts.

Customer Rights

- **Customer health and safety:** selecting the Company's products and services so that they meet quality standards and are fairly priced, with consideration for customers' health and safety while using the services.
- **Protection of customer data privacy:** not infringing customers' personal data, and having management practices in place to strictly protect the privacy of customer data.
- **Non-discrimination toward customers:** having management and preventive approaches regarding non-discrimination toward customers.

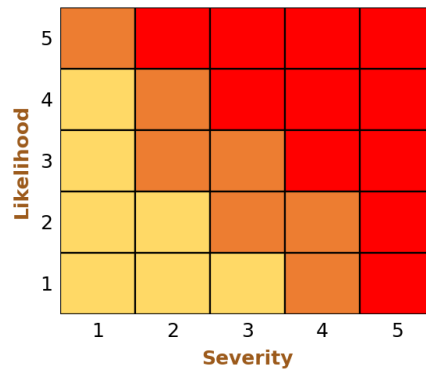
Business Partner Rights

- **Business partner code of conduct:** the Company's operations must follow good conduct and fair, transparent trading practices, based on fair returns for both parties.
- **Confidentiality of business partner information:** the Company will not violate business partners' confidential information, such as copyrights and patents.

Step 2: Risk Ranking

Likelihood

- 1 = Very low likelihood
- 2 = Low likelihood
- 3 = Medium likelihood
- 4 = High likelihood
- 5 = Very high likelihood



Severity

- 1 = Very low severity
- 2 = Low severity
- 3 = Medium severity
- 4 = High severity
- 5 = Very high severity

The Company assesses the level of human rights risk using the criteria of likelihood and severity to rank human rights risks. The details of the scoring levels in the risk assessment criteria, tailored to the Company's context, are as follows:

Level	Likelihood Definition	Health and Safety Impact Definition	Business Continuity Impact Definition	Reputation and Company Stability Impact Definition
Very Low (1)	No incident in 1 year	First aid	No impact on work processes	No impact on the Company's reputation
Low (2)	Occurs once per year	Minor injury requiring outpatient (OPD) medical treatment at a hospital	Business disruption of approximately 24 hours	Negative news in public media
Medium (3)	Very unlikely to occur, but possible twice per year	Hospitalization (IPD)	Business disruption of approximately 1–3 days	Widespread negative news in public media, both domestic and international
High (4)	Very unlikely to occur, but possible three times per year	Disability	Business disruption of approximately 4–6 days	Lawsuit filed against the Company

Level	Likelihood Definition	Health and Safety Impact Definition	Business Continuity Impact Definition	Reputation and Company Stability Impact Definition
Very High (5)	Very unlikely to occur, but possible more than three times per year	Fatality	Business disruption of more than 7 days, or inability to hand over work to the relevant units on schedule	Delisting from the stock exchange; loss of confidence in the Company

In 2025 (B.E. 2568; reviewed against the issues from 2024), the Company ranked its human rights risks in greater detail, based on the impact and likelihood of each issue, and summarized them into seven issues as follows:

Very High Risk

1. Waste and pollution released to the community (5×5)
2. Workplace safety (5×4)

High Risk

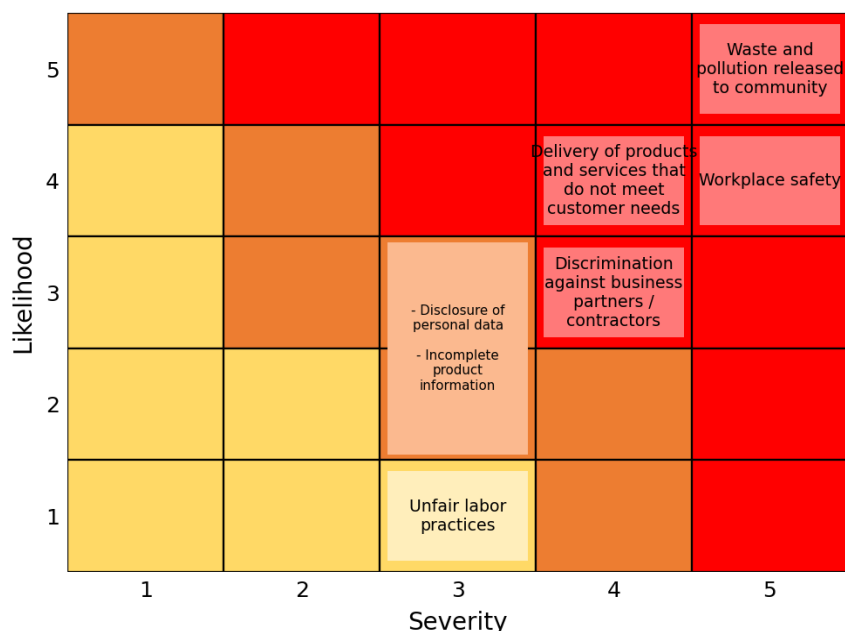
3. Delivery of products and services that do not meet customer needs (4×4)
4. Discrimination against business partners / contractors (3×4)

Medium Risk

5. Disclosure of personal data (3×3)
6. Incomplete product information (3×3)

Low Risk

7. Unfair labor practices (1×3)



Identification of Salient Human Rights Issues

The Company considers salient human rights issues according to the nature of the real estate business across the value chain, based on the severity of impacts and the likelihood of occurrence, together with information from engagement with stakeholders and groups that may be affected. This information is used to support prioritization and to define risk management measures.

Step 3: Risk Management

The Company has analyzed the potential risks arising from the seven ranked human rights risk issues and has prepared impact-mitigation measures and corrective processes, as follows:

Risk Situation (Issue)	Risk Level	Approaches to Stop, Reduce, and Prevent Risks (Responding Measures)	Indicator	Monitoring and Verification Measures (Internal / Tier 1) (Tracking Measures)
Cause				
Disclosure of personal data	3	Data use is controlled and must be approved by senior management.	Letters requesting executive approval for data use: 100%	Every 6 months

Risk Situation (Issue)	Risk Level	Approaches to Stop, Reduce, and Prevent Risks (Responding Measures)	Indicator	Monitoring and Verification Measures (Internal / Tier 1) (Tracking Measures)
Discrimination against business partners / contractors	4	Prices are compared clearly.	Price comparison in product procurement: 100% Number of complaints regarding fairness to business partners	Every 3 months
Incomplete product information	3	Employees must fully and clearly understand the information and communicate it directly and accurately.	Sales and marketing employees passing the product information assessment: 90%, and number of complaint cases regarding product information not exceeding 5%	Before every project launch
Contribute				
Unsafe working environment	5	Front-line and work areas are regularly checked for safety, including checking that work equipment is ready for use.	Employees trained in occupational health and safety: 100% Records of incidents involving work stoppages caused by unsafe working conditions	Every month
Link to				
Unfair labor practices in construction projects	3	Site inspections are conducted strictly.	Number of human rights impact assessments and number of reported unfair labor incidents = 0	Every month

Risk Situation (Issue)	Risk Level	Approaches to Stop, Reduce, and Prevent Risks (Responding Measures)	Indicator	Monitoring and Verification Measures (Internal / Tier 1) (Tracking Measures)
Waste and pollution released to the community	5	Various waste discharges are controlled and measured to ensure they do not exceed standard levels.	A reporting process for monitoring and inspecting waste and pollution discharges not exceeding the standards set by law; and community attitudes toward the Company's waste and pollution management at a good level (80%)	Every month
Delivery of products and services that do not meet customer needs	4	QA and QC units are established to inspect and control the quality of construction and handover.	Handbook for measuring work quality Zero defects	Inspection before contractors' hand over work at every phase

4. Monitoring and Reporting of Human Rights Performance

Real estate development involves a wide variety of stakeholder groups. Monitoring and reviewing human rights risks is therefore an important process that the Company uses to prevent and reduce impacts that may arise on individuals' fundamental rights. The Company has developed a systematic approach and procedures for monitoring these risks. It begins with a human rights impact assessment during project planning, followed by collecting information through various channels, such as public hearings, field surveys, and anonymous complaint channels. The Company then analyzes the information to prepare a risk summary report, recommends preventive or remedial approaches, and presents them to the Sustainability Committee, as well as preparing reports for public disclosure in an appropriate format. This process not only strengthens transparency and trust but is also a key mechanism for developing business policies that respect human rights sustainably. The information obtained is taken into account in risk assessment and in defining preventive and mitigating measures, and is used to review and improve the relevant operating approaches.

Human Rights Governance and Accountability

Governance level: The Sustainability Committee is responsible for overseeing and monitoring the Company's human rights performance, including the results of risk assessments and risk management measures.

Operational level: Relevant units share responsibility for identifying, assessing, managing, monitoring, and reporting human rights issues within the scope of their duties. The main unit is the Human Resources Department, which coordinates among the relevant units throughout the HRDD process.

2025 Performance

- **Comprehensive risk assessment:** The Company's operations and business activities were thoroughly and carefully assessed for human rights risks and impacts (100%).
- **Effective mitigation measures:** For every business activity identified as having a high human rights risk (100%), the Company developed and seriously implemented concrete impact-mitigation measures and corrective processes, planned and adapted to suit the operating context.
- **Operations free of human rights violations:** In 2025, the Company had no human rights risks, incidents, or cases of human rights violation of any kind, whether concerning human rights within the organization, human rights in the value chain, or other areas. This covers opposition to human trafficking; no use of forced labor or child labor; the elimination of discrimination and harassment in all forms; respect for freedom of association; the right to collective bargaining; the assurance of equality of remuneration; and other human rights matters.

Disclosure and Stakeholder Engagement

- **Regular performance reporting:** The Company prepares a detailed human rights performance report every year through its annual sustainability report and website, which are designed to be easily accessible and comprehensive, so that all stakeholder groups can continuously follow progress. Results are also reported to the Corporate Governance and Sustainability Committee.
- **Diverse communication channels:** The Company provides safe and easily accessible communication channels for all stakeholders who wish to report concerns or observations about

human rights issues, with strict assurance of whistleblower protection and confidentiality. Complaints may be submitted directly to the Company's Audit Committee through the following channels:

1. **By post:** To the Chairman of the Audit Committee, Origin Property Public Company Limited, Bhiraj Tower at BITEC, 20th Floor, 4345 Sukhumvit Road, Bang Na Subdistrict, Bang Na District, Bangkok 10260
2. **By email:** Whistleblower@origin.co.th
3. **By website:** www.origin.co.th
4. **By telephone:** 1498
5. **By fax:** 02-029-1939

5. Corrective Action and Human Rights Remedy

The Company is firmly committed to establishing effective corrective and remedial mechanisms to respond to human rights impacts or concerns that may arise from its business operations. The entire process has been carefully designed to be consistent with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and relevant international standards.

Framework for Corrective Action and Remedy

The Company has developed a comprehensive and systematic framework for corrective action and remedy, consisting of:

1. Preventive Measures

- **Proactive risk assessment:** conducting human rights risk analysis for every project and business activity from the outset, in order to identify issues that may lead to impacts and manage them before problems arise.
- **Training and awareness-building:** providing human rights training and communicating knowledge through various channels to employees at all levels and key business partners, to build understanding and prevent unintentional violations.
- **Contractual terms:** integrating human rights requirements into contracts with all business partners and allies, with clear penalties in the event of violations.

2. Grievance Mechanisms

The Company provides diverse, easily accessible, and confidential grievance channels so that all stakeholder groups can safely raise concerns or human rights violations, including:

- **Online complaint center:** a complaint system on the Company's website that is available 24 hours a day, supports multiple languages, and allows anonymous reporting.
- **Call Center:** the Company's customer service staff are specially trained to receive human rights complaints and follow high-level data confidentiality standards, with a system for forwarding complaints to the responsible units.
- **Email:** a dedicated email address for receiving human rights complaints, with complaints sent directly to the responsible executives or units for speed and efficiency in handling sensitive issues.
- **Confidential suggestion boxes:** installed in private areas at the Company's offices so that reporters can be confident of confidentiality and protection from identity disclosure, particularly for those who are not comfortable using digital channels.
- **Direct meetings:** regularly holding forums between executives and communities and stakeholders to listen to concerns and suggestions.

3. Complaint Handling Process

When a complaint is received, the Company follows clear and transparent steps, as follows:

- **Registration and acknowledgment:** every complaint is registered in the system, and acknowledgment of receipt is sent to the complainant within 24 hours.
- **Screening and severity assessment:** a dedicated task force assesses the severity of the incident and prioritizes actions.
- **Impartial investigation:** an investigation committee with relevant expertise is appointed to examine the facts thoroughly and fairly.
- **Review and decision:** senior executives responsible for corporate governance and sustainability review the investigation results together with the relevant units to determine appropriate corrective and remedial measures, taking human rights principles and fairness to all parties into account.

- **Communication of results:** the complainant is informed of the outcome and the measures to be taken, and their views on the proposed solution are heard.

4. Comprehensive Remedial Measures

The Company gives importance to remedies that are appropriate and cover every dimension.

Remedial measures may include:

- **Financial compensation:** paying fair compensation for damage incurred, with consideration for appropriateness and international standards.
- **Rehabilitation of living conditions:** supporting both physical and psychological rehabilitation for those affected, through quality-of-life development programs and counseling by experts.
- **System and policy correction:** improving policies, operating procedures, or inspection systems to prevent the same problems from recurring.
- **Apology and accountability:** openly and sincerely taking responsibility for the impacts that occurred, together with a commitment to improve and prevent recurrence.
- **Follow-up:** continuously monitoring and evaluating remedial measures to ensure that those affected receive appropriate care.