

Human Rights Policy

Bumrungrad Hospital Public Company Limited and its subsidiaries, affiliated and associated companies (the “Company”) aims to conduct business ethically and with responsibility towards society and all stakeholders, based on Good Corporate Governance principles and legal liability. To ensure strict conformance to human rights, labour rights, and applicable employment, the Company continues to unwaveringly comply with local laws and international standards, such as the United Nations Global Compact: UNGC and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

The Company has defined a Human Rights Policy to prevent non-compliance or violations thereof over the course of Company’s business, its interactions with society and all stakeholders and promotes strengthening the protection of human rights.

Terms for Human Rights Policy

“Human Rights” are fundamental, inalienable rights and freedoms of every human being regardless of differences in physical and mental disabilities, race, nationality, religion, gender, language, age, sexual orientation, social status and any other factors according to local laws of each country and treaties to which each country has committed to. These rights and freedoms are applicable and communicated to all employees and stakeholders in the working languages of the Company.

Human Rights Guideline

1. The Company and its employees shall pay respect to human rights and treat each other with respect and dignity without distinction to, or discrimination by differences of race, nationality, religion, gender, language, age, sexual orientation, social status, mental or physical disabilities and any other factors.
2. The Company encourages all employees to exercise their rights as lawful citizens under the country’s constitution and laws.
3. The Company shall treat all employees and stakeholders equitably under the provisions of the law, the Company’s rules and regulations, and other applicable rules and regulations.
4. The Company shall respect all local customs, traditions and cultures in countries in which the Company and/or its subsidiaries, affiliated and associated companies are located.
5. The Company and all its employees shall support communication, dissemination, education, creation of understanding, interact and direct with all stakeholders, suppliers, and counterparts of the Company ethically and with respect to human rights.
6. All employees have the right to express their opinions and respects and supports the right to freedom of association to the extent that such exercise does not infringe upon the rights and liberties

of others under the provisions of the law, the company's rules and regulations, other applicable rules and regulations, and whilst in compliance with good social standards and norms.

7. The Company does not employ child labor, nor minors of less than 18 years of age, nor forced labor and does not engage in the hiring of illegal alien labor.

8. The Company does not tolerate its employees working excessive hours, as it not only is a violation of favorable working conditions, but also because it undermines the Company's commitment to safety and wellbeing.

9. The Company is committed to providing just, fair, living wages and non-discriminative remuneration that abides by all relevant local laws. The Company also offers other benefits in the interest of the health and well-being of an employee and his/her family. Due to the nature of our industry, the Company offers industry rates for remuneration, which are above overall local living wages.

10. The Company is determined to create and maintain corporate culture aiming to respect human rights. The Company allows all employees to engage with the Company management through direct and indirect channels that are confidential and if elected, anonymized through a third-party professionally operated whistleblowing system. The Company's resources are trained to handle and investigate these reports.

11. The Company shall continuously develop and conduct a due diligence process to monitor and identify risks in the violation of human rights and related policies, identify groups of people or persons who have been impacted, plan and define corrective and preventive actions to resolve and prevent future human rights violations. Systematically, the Company shall periodically review the risk mapping of potential issues, and appropriate mitigation plan shall be set thereof.

12. The Company is committed to a employing a diverse workforce and a non-discriminatory culture, by offering equal opportunities of employment regardless of differences of race, nationality, religion, gender, language, age, sexual orientation, social status, mental or physical disabilities and any other factors. This is not only in compliance with the principals of human rights, but a necessity of the Company's business.

13. The Company is committed to develop its human resources through training, simulations, evaluations and coaching. All employees are given orientation training, mandatory courses and opportunities for elective courses in the interest of personal development

14. The Company does not endorse or tolerate any risk of violations of internationally-accepted principals of human rights in its present and future operations.

15. Any violation or infringement to the Human Rights Policy shall be subject to investigation, corrective measures, and where necessary, to disciplinary action in compliance with the Company's rules and regulations or the rules of the relevant regulatory agency.