

# Asset Management\_Pre-Assessment Questionnaire for EGCO's Human Rights Due Diligence 2025

This questionnaire is part of the Human Rights Due Diligence (HRDD) Process of Electricity Generating Public Company Limited (EGCO).

This questionnaire is divided into three sections as follows:

1. Respondent Information
2. Existing Mitigation Measures for Human Rights Issues
3. Details of actual human rights violation cases in 2024 - Present (if any)

Note: Asset Management is to act as a representative for assessing all holdings' company.

Respondents are required to provide information regarding all holding companies' existing measures and any relevant human rights violation cases.

Remark:

- To comply with Thailand's Personal Data Protection Act (PDPA), B.E. 2562 (2019), we inform you that your information will be kept confidential and will not be disclosed to the public without your consent, as required by law. It will be used solely for Human Rights Due Diligence (HRDD) Process 2025 of Electricity Generating Public Company Limited (EGCO). Any use or disclosure of the information will be carried out in a generalized manner, ensuring no individual data is revealed.

## Respondent Information

E-mail \*

Position/Role \*

## Employee's Working Condition

Examples of human rights violation

- No proper facilities and infrastructure for employees (e.g., no breast-feeding room for pregnant women or proper accessibility infrastructure for people with disabilities, safe drinking water, and sanitation system)
- Working overtime without pay
- Involuntary excessive long working hours and unpredictable or late demands to work overtime
- Working beyond condition of employment contract without fair compensation
- Improper and unsafe working environment which can lead to health injury or mental illness (e.g., unsuitable ergonomics, poor ventilation, insufficient light, placing object in risks order, stressful atmosphere)
- Failure to provide holidays or certain leaves such as pregnancy leave or parental leave
- Unfair and groundless dismissal and termination without notice and compensation
- No whistleblowing channel or grievance mechanism

Please review existing mitigation measures for **employee's working condition** and add other measures in place (if any)

- Labor regulation (i.e., maximum overtime work of 36 hr/week, maternity leave of 98 days, Buddhist meditation practice of 90 days, paid personal leave of 6 days, **maximum working hour of 48hr/week** etc.)
- UN Guiding Principles on business and human rights (UNGPR)
- Human Rights Policy
- **Welfare Committee and regular engagement with workers' representative**
- Provident and pension fund for employees
- Work from anywhere
- Continuous improvement of human resources management system (i.e., performance management system, talent management implementation, compensation structure implementation, competency model redesign, etc.)
- Employee engagement survey
- Transparent recruitment process with respect to human rights
- Fair and appropriate remuneration and welfare
- Grievance management and whistleblower policy
- Emergency response plan
- Orientation for new overseas staff on labor rights
- **Monitoring working hour including overtime management and payment**

Do you have a program/measure to expand social protection/social security beyond nationally mandated programs? \*

☐ Yes

☐ No

If you answer 'Yes', please provide more details. \*

Do you have a program/measure to avoid or reduce overtime or excessive working hours? \*

☐ Yes

☐ No

If you answer 'Yes', please provide more details. \*

Do you have a program/measure to pay workers for annual leave? \*

☐ Yes

☐ No

If you answer 'Yes', please provide more details. \*

Do you have a program/measure to notify or consult workers before mass termination? \*

☐ Yes

☐ No

If you answer 'Yes', please provide more details. \*

Were there any cases/incidents related to human rights violations **on employee's working condition** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. the factory does not have an air filtration system in work areas with high dust levels.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. An employee experienced breathing difficulties and coughing, requiring medical attention. The examination results indicate a risk of respiratory diseases caused by dust or chemicals.)

### 6. How many people were affected? \*

Ex. 1 employee out of 10, 8 employees out of 10, all employees

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Employee's Living Wage

Examples of human rights violation

- Inadequate living wage (inadequate pay to ensure proper livelihood and standard of living) or below minimum wage
- Denying fair wages despite employees working full-time hours.
- Exploiting vulnerable workers, such as migrants or women, by underpaying them.
- Ignoring wage laws and failing to provide legal minimum wages or fair compensation.
- Withholding wages or delaying payments, making it difficult for employees to meet basic needs.
- Pressuring employees to work excessive overtime to compensate for low wages.

Please review existing mitigation measures for **employee's living wage** and add other measures in place (if any)

- Fair and appropriate remuneration and welfare policies
- Employee Welfare Committees across all areas of operation
- Employee engagement survey
- Grievance mechanisms and remediation processes

Do you have a program/measure to ensure adequate wages (living wage) at or above cost-of-living estimates against standard of living wage i.e. Anker Living Wage Reference Value, Asia Floor Wage Alliance? \*

☐ Yes

☐ No

If you answer 'Yes', please provide more details. \*

Were there any cases/incidents related to human rights violations **on employee's living wage** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

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- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. A employee received a wage based on the minimum wage rate, but it is insufficient to cover the medical expenses for a chronic illness that requires monthly doctor visit)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. A employee's chronic health conditions may worsen which could lead to higher medical cost in the future and decrease in quality of life)

### 6. How many people were affected? \*

Ex. 1 employee out of 10, 8 employees out of 10, all employees

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*



## Employee's Occupational Health and Safety

Examples of human rights violation

- Accidents in workplace due to improper safety management or measures ranging from minor cuts and bruises to fatal falls (e.g., slips and falls, electricity shock, injuries caused by construction or equipment defects, etc.)
- Overtime work leading to stress, increased heart risks, and fatigue that leads to higher probability of accidents)
- Hazards in the workplace (e.g., explosion, fire, fumes, closed spaces, malfunction machinery, lack of proper PPE)
- Lack of access to first aid and medical services
- Failure to respond adequately to an emergency situations
- Insufficient information and training provision for workers on health and safety
- Ergonomic injuries (e.g., carrying heavy objects without proper tools, improper chair that does not support the posture and lead to health issues)
- Conflict with other rights holders (i.e., community, customer, suppliers and contractor) may lead to violence and risk of health and safety of employees

Please review existing mitigation measures for **employee's occupational health and safety** and add other measures in place (if any)

- Labour, Occupational health and safety, and Environment regulations
- Occupational Health and Safety policy
- Environmental Management System (EMS) in accordance with ISO14001:2015
- ISO45001:2018 certification for applicable power plants (i.e., KEGCO)
- Welfare Committee
- Safety Committee
- EMS steering Committee
- OHS Committee
- Safety, Health, and Environmental (SHE) management standards
- Emergency response plans (i.e., EGCO Emergency response plan)
- Procedures to identify hazards and safety risks
- Regular revision of occupational health and safety plans
- Workplace safety training, including personal protective equipment (PPE) usage
- Safety performance tracking through regular/annual safety audits, including tracked record of near-miss incident
- Safety awareness promotion through morning talks and knowledge dissemination
- Safety control measures
- Workplace health and well-being promotion (i.e., personnel health check-ups after work, health programs, and activities to promote health and well-being for employees, EGCO mental health center)
- Workplace environmental monitoring exceeding legal requirements
- OHS training to employees and relevant parties to reduce risks and enhance safety culture
- Employee engagement survey
- Grievance mechanisms and remediation processes

Were there any cases/incidents related to human rights violations on **employee's occupational health and safety** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. An employee fell from height while fixing a light bulb, resulting in a leg injury.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. The employee got serious leg injury the needed medical treatment and required rehabilitation.)

### 6. How many people were affected? \*

Ex. 1 employee out of 10, 8 employees out of 10, all employees

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Employee's Discrimination and Harassment (Including Equal Remuneration)

Examples of human rights violation

- Discrimination in both recruitment, treatment, remuneration, work assignment, performance review, and advancement from race, gender, religion, marital status, political beliefs, etc.
- Unfair hiring or termination practices due to pregnancy (e.g., assume that they might not be able to fulfill their job responsibilities or might require extended leave)
- Unequal pay based on gender, race (e.g., men get higher pay than women for the same position and same type of work)
- Discrimination in the workplace (including accessibility to workplace's facilities) due to religion, age, nationality, gender, disability, skin color, and sexual orientation, etc.
- Obstacles to access to buildings or facilities for people with disabilities (e.g., no wheelchair-accessible paths, braille, or audio announcement)
- Verbal abuse or disrespectful conduct by coworkers or supervisors
- Sexual and non-sexual harassment (physical and verbal harassment) between workers or by supervisors or customers
- Sexual abuse and violence, including 'coercive' or transactional sex, rape and sexual assault
- Abuse and harassment around pregnancy
- Psychological abuse and intimidation
- Threats and acts of physical violence

Please review existing mitigation measures for **employee's discrimination and harassment (including equal remuneration)** and add other measures in place (if any)

- Labour Protection Act of Thailand
- Employee Code of Conduct outlining prohibiting discrimination
- Employment of the Disabled Policy
- Human Rights Policy
- Fair remuneration and Welfare policies
- EGCO Code of Conduct
- Welfare Committee
- Regular training to raise awareness and understanding on human rights
- Operating business in accordance with international standards on diversity and inclusion (i.e., UNGC Principles, ILO Conventions)
- Employee engagement survey
- Transparent recruitment process with respect to human rights
- Fair treatment of labor to ensure the elimination of discrimination practices
- Grievance mechanisms and remediation process
- **Monitoring gender pay gap to achieve equal remuneration for men and women**

Were there any cases/incidents related to human rights violations **on employee's discrimination and harassment (including equal remuneration)** that occurred in 2024

- Present?

\*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

- 1) Input only cases/incidents that can be disclosed and do not specifically refer or allude to an individual or their department/ job role
- 2) The case/ incident may be selected based on the following:
  - Case or incident that undergo legal proceedings
  - Complaints that have been investigated within the company (in official record)
  - Case or incident that have been publicly reported in Sustainability report or disclose in public domain
  - Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. An employee reported being sexually harassed and stalked by her colleague, making her feel unsafe at work since she has to meet this person every day.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. It affected her mental health and safety. She needed to consult with a psychiatrist. If this continued to happen, she might be in a safety risk.)

### 6. How many people were affected? \*

Ex. 1 employee out of 10, 8 employees out of 10, all employees

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Employee's Freedom of Association and Collective Bargaining

Examples of human rights violation

- Obstructing employees from establishing and/or joining trade unions or being a representative for welfare committee
- Prohibiting employees from peaceful gatherings
- Hindering union activities or welfare committee
- Prohibiting employees from collective bargaining regarding labor rights, health and safety, etc.
- Prohibiting employees from expressing their opinion on social media or launching complaints
- Punishing union members or committee or welfare committee following the submission of demands or the strike

Please review existing mitigation measures for **employee's freedom of association and collective bargaining** and add other measures in place (if any)

- Human Rights Policy
- Fair and appropriate remuneration and welfare policies
- Employee Welfare Committee across all operational areas
- Welfare Committee at HQ
- Two-way communication channels with employees
- Collaboration between Welfare Committees and Labor Union (i.e., KEGCO)
- Regular personnel training to raise awareness and understanding of human rights
- Employee engagement survey
- Employee benefits (i.e., happy workplace, family welfare, retirement benefits, financial welfare, various types of leaves: parental, personal, religious)
- Grievance mechanisms and remediation processes with consideration to use 3rd party to operate.

Were there any cases/incidents related to human rights violations on **employee's freedom of association and collective bargaining** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

- 1) Input only cases/incidents that can be disclosed and do not specifically refer or allude to an individual or their department/  
job role
- 2) The case/ incident may be selected based on the following:
  - Case or incident that undergo legal proceedings
  - Complaints that have been investigated within the company (in official record)
  - Case or incident that have been publicly reported in Sustainability report or disclose in public domain
  - Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The manager did not allow temporary employees to gather and make a bargain about their pay raise, and even threatened to deduct their salary.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Employees could not perform their right to collective bargaining.)

### 6. How many people were affected? \*

Ex. 1 employee out of 10, 8 employees out of 10, all employees



7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Employee's Illegal Forms of Labours

Examples of human rights violation

- Forcing employees to work under threats, coercion, or debt bondage.
- Confiscating passports or identity documents to restrict worker freedom.
- Exploiting child labor in hazardous or illegal working conditions.

Please review existing mitigation measures for **employee's illegal form of labours** and add other measures in place (if any)

- Human Rights Policy
- EGCO Code of Conduct for all employee
- Regular personnel training to raise awareness and understanding of human rights
- Grievance mechanisms and remediation processes

Were there any cases/incidents related to human rights violations **on employee's illegal form of labours** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The company manager allowed workers without valid work permits to work on the company premises or confiscated their identity documents, restricting their freedom and violating labor laws.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Employees were unable to leave due to the confiscated documents.)

### 6. How many people were affected? \*

Ex. 1 employee out of 10, 8 employees out of 10, all employees

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Supplier and Contractor's Working Condition

Examples of human rights violation

- No proper facilities and infrastructure for suppliers/ contractors (e.g., no breast-feeding room for pregnant women or proper accessibility infrastructure for people with disabilities, safe drinking water, and sanitation system)
- Involuntary excessive long working hours and unpredictable or late demands to work overtime
- Working beyond condition of employment contract without fair compensation
- Improper and unsafe working environment which can lead to health injury or mental illness (e.g., unsuitable ergonomics, poor ventilation, insufficient light, placing object in risks order, stressful atmosphere)
- No whistleblowing channel or grievance mechanism

Please review existing mitigation measures for **supplier and contractor's working condition** and add other measures in place (if any)

- Human Rights Policy
- EGCO Supplier Code of Conduct
- Supply Chain Management Strategy
- Regular personnel training programs to raise awareness and understanding of human rights
- Supplier Capacity Building
- Grievance mechanisms and remediation processes

Were there any cases/incidents related to human rights violations on **supplier and contractor's working condition** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

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- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. the factory does not have an air filtration system in work areas with high dust levels.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. A contractor experienced breathing difficulties and coughing, requiring medical attention. The examination results indicate a risk of respiratory diseases caused by dust or chemicals.)

### 6. How many people were affected? \*

Ex. 1 supplier out of 10, 8 suppliers out of 10, all suppliers working in the company's premises

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Supplier and Contractor's Living Wage

Examples of human rights violation

- Paying suppliers and contractors below a fair living wage, forcing them into financial hardship.
- Exploiting suppliers' labor by underpaying them compared to directly hired employees.
- Ignoring minimum wage laws and failing to provide legally required benefits.
- Refusing to adjust wages in response to inflation and cost-of-living increases.

Please review existing mitigation measures for **supplier and contractor's living wage** and add other measures in place (if any)

- Fair and appropriate remuneration and welfare policies
- Supply chain management strategy
- Grievance mechanisms and remediation processes

Were there any cases/incidents related to human rights violations **on supplier and contractor's living wage** that occurred in 2024 - Present? \*

☐ Yes

☐ No



## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

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- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. Suppliers or contractors received a wage based on the minimum wage rate, but it is insufficient to cover the cost of living in the capital city, which has a high cost of living)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Suppliers were unable to afford basic necessities, such as food, housing, and healthcare)

### 6. How many people were affected? \*

Ex. 1 supplier out of 10, 8 suppliers out of 10, all suppliers working in the company's premises

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Supplier and Contractor's Occupational Health and Safety

Examples of human rights violation

- Accidents in workplace due to improper safety management or measures ranging from minor cuts and bruises to fatal falls (e.g., slips and falls, electricity shock, injuries caused by construction or equipment defects, etc.)
- Overtime work leading to stress, increased heart risks, and fatigue that leads to higher probability of accidents)
- Hazards in the workplace (e.g., explosion, fire, fumes, closed spaces, malfunction machinery, lack of proper PPE)
- Lack of access to first aid and medical services
- Failure to respond adequately to an emergency situation
- Insufficient information and training provision for workers on health and safety
- Ergonomic injuries (e.g., carrying heavy objects without proper tools, improper chair that does not support the posture and lead to health issues)
- Conflict with other rights holders (i.e., employee, community, customer) may lead to violence and risk of health and safety of suppliers and contractors

Please review existing mitigation measures for **supplier and contractor's occupational health and safety** and add other measures in place (if any)

- Occupational Health and Safety Policy
- ISO 45001:2018 standards
- EGCO Supplier Code of Conduct
- Occupational Health and Safety Committee
- Workplace health and well-being promotion (i.e., personnel health check-ups after work, health programs, and activities to promote health and well-being for employees, EGCO mental health center)
- Workplace environmental monitoring exceed legal requirements
- Procedures to identify hazards and safety risks
- Regular revision of occupational health and safety plans
- OHS training to employees and relevant parties to raise awareness and reduce safety incidents
- Promotion of occupational Health and Safety culture
- Regular supplier audit
- Grievance mechanisms and remediation processes
- Integrate OHS criteria in procurement and contractual requirements

Were there any cases/incidents related to human rights violations on **supplier and contractor's occupational health and safety** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
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1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

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- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. A contractor fell from height while fixing a light bulb, resulting in a leg injury.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. The contractor got serious leg injury the needed medical treatment and required rehabilitation.)

### 6. How many people were affected? \*

Ex. 1 supplier out of 10, 8 suppliers out of 10, all suppliers working in the company's premises

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Supplier and Contractor's Discrimination and Harassment

Examples of human rights violation

- Discriminate against suppliers/ contractors (e.g., assigning easier tasks)
- Limit access to facilities (e.g., only allow employees to access facilities that promote well-being)
- Discrimination in the workplace due to religion, age, nationality, gender, disability, skin color, and sexual orientation, etc.
- Obstacles to access to buildings or facilities for people with disabilities (e.g., no wheelchair-accessible paths, braille, or audio announcement)
- Verbal abuse or disrespectful conduct
- Sexual and non-sexual harassment (physical and verbal harassment) between workers or by supervisors or customers
- Sexual abuse and violence, including 'coercive' or transactional sex, rape and sexual assault
- Abuse and harassment around pregnancy
- Psychological abuse and intimidation
- Threats and acts of physical violence

Please review existing mitigation measures for **supplier and contractor's discrimination and harassment** and add other measures in place (if any)

- Human Rights Policy
- EGCO Supplier Code of Conduct
- EGCO Code of Conduct
- Regular personnel training programs to raise awareness and understanding of human rights
- Operating business in accordance with international standards on diversity and inclusion (i.e., UNGC Principles, ILO Conventions)
- Grievance mechanisms and remediation processes

Were there any cases/incidents related to human rights violations on **supplier and contractor's discrimination and harassment** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. Logistic suppliers did not receive fair treatment compared to the company's logistic employees, such as vehicles are not in good condition, more logistic distance, less break time than the company's logistic employees.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Contractors received a greater workload and less rest time than employees. This may further increase the risk of workplace health and safety.)

### 6. How many people were affected? \*

Ex. 1 supplier out of 10, 8 suppliers out of 10, all suppliers working in the company's premises

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*



## Vendor Discrimination

Examples of human rights violation

- Discrimination against certain suppliers (e.g., prioritize large businesses or businesses with personal relationship) during procurement process
- Potential for discrimination to occur once suppliers have been selected due to individual differences (e.g., religion, age, ethnicity, gender, disability, skin color, race or other criteria) that are not related to their working capabilities
- Unfair access to data due to business or personal relationships

Please review existing mitigation measures for **vendor discrimination** and add other measures in place (if any)

- Human Rights Policy
- Procurement Policy
- EGCO Group's Supply Chain Management Procedure
- ESG Risk Assessment Criteria
- Selecting suppliers using sustainability assessments and ESG criteria (including labor regulations, human rights compliance, equal treatment, and personnel development)

Were there any cases/incidents related to human rights violations on **vendor discrimination** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The company selected only large suppliers with long-standing relationships to participate in product and service pitching process, leaving out opportunities for smaller suppliers, such as small business owners, to participate in supplier selection process.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Small business owners lost opportunities and revenue for their businesses.)

### 6. How many people were affected? \*

Ex. 1 supplier out of 10, 8 suppliers out of 10, all suppliers

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Community's Standard of Living

Examples of human rights violation

- Spill of hazardous waste and toxic substances may lead to environmental impacts (e.g., loss of biodiversity which is a source of income for communities)
- Disruptions, encroachments, or compete on natural resources, public services, public utilities, and infrastructure of communities such as water resource
- Disturbance from operational activities (e.g., noise, pollution, improper waste management, traffic) that can affect the standard of living and quality of life of community members
- Increased traffic congestion from operational activities and logistic activities

Please review existing mitigation measures for **community's standard of living** and add other measures in place (if any)

- Sustainability Management Policy
- Human Rights Policy
- Occupational Health and Safety Policy
- Corporate Social Responsibility Policy and Procedure
- Encouragement for participation in Social Development Policy
- Community Engagement and Development Policy
- ISO 14001 – Environmental Management System
- Environmental and Social Management System (ESMS) guideline for social due diligence and operational controls
- EIA mitigation measures
- Waste management system
- Regular safety systems inspection and reporting to local authorities
- Communities support during emergency circumstances, disasters, and other crises
- Cleaning the road twice a day according to the measures in the EIA
- Speed limits (30 km/hr) and road signs
- Safety training for employees and contractors during construction and operation
- Driving officers must have valid licenses for driving forklifts, trucks, and mobile cranes
- Alcohol and narcotic check-ups
- Guidelines for participation in the development of communities near power plants
- Contribution to local ecosystems by releasing fish, shrimp, and crabs to boost populations and develop agricultural product
- Storing and disposing of hazardous waste in accordance with legal requirements
- Regular inspection of migrant workers' accommodations and improve mitigation measures, such as supporting local employment, cooperating with local

Were there any cases/incidents related to human rights violations on **community's standard of living** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The company consumed a large amount of water from the community, causing community members to lack water for daily use.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Community members lack of water for daily use, both household and occupational, affecting their income and livelihood.)

### 6. How many people were affected? \*

Ex. 1 community member out of 10, 8 community members out of 10, all community members surrounding company's premises

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Community's Health and Safety

Examples of human rights violation

- Road and other forms of transportation accident during logistic activities may lead to health and safety impact to community members
- Accident from operations may affect community members (e.g., fires, explosion, spill of toxic substances or hazardous waste, construction accident)
- Conflict between employees and community members may lead to violence and putting community members at risk of health and safety impacts
- Improper waste or environmental management may lead to contamination of toxic substances in natural resources leading to negative health and safety impact of community members (e.g., water contamination leads to unclean drinking water, pollution, hazardous waste)
- Lack of access to first aid and medical services
- Failure to respond adequately to an emergency situations

Please review existing mitigation measures for **community's health and safety** and add other measures in place (if any)

- Green Investment Guidelines
- Sustainability Management Policy
- Human Rights Policy
- Occupational Health and Safety Policy
- Corporate Social Responsibility Policy and Procedure
- Social Development Policy
- Promotion of Community Engagement and Development Policy
- EIA mitigation measures
- Corporate Citizenship guidelines
- ISO 14001 – Environmental Management System
- Environmental and Social Management System (ESMS) guideline for social due diligence and operational controls
- Guidelines for participating in community development near power plants
- Local employment
- Speed limits
- Regular community engagement
- Releasing of fish, shrimp, and crabs into local ecosystems to boost populations
- CSR projects for local communities that increase incomes (e.g., agricultural development)
- Community Development projects under six principles: 1) Support local hiring 2) Development of children and youth 3) Development of skills beneficial to occupation 4) Promote sanitation in the community 5) Development of public utilities 6) Conservation of natural resources and the environment
- Regular inspection of migrant workers' accommodations
- Regular safety systems inspection and reporting to local authorities
- Communities support during emergency circumstances, disasters, and other crises
- Driving officers have valid licenses for operating forklifts, trucks, and mobile cranes
- Store and dispose of hazardous waste according to the law
- Operate a waste management system
- Communicating project information to affected communities during the construction phase
- Educate local people on Environmental, Health, and Safety (EHS) knowledge

Were there any cases/incidents related to human rights violations on **community's health and safety** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. A large fire from the factory spread to the surrounding communities, resulting in 2 fatalities and 5 severe injuries. Other affected people had breathing problems from the smoke and bruises from evacuation.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Fatalities, severe injuries, and breathing problems)

### 6. How many people were affected? \*

Ex. 1 community member out of 10, 8 community members out of 10, all community members surrounding company's premises



7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Land Acquisition and Forced Resettlement of Community

Examples of human rights violation

- Land acquisition and forced re-settlement in community which affect the community's right to own property or right to ownership of the land
- Force local communities and indigenous communities to relocate from their homes (e.g., by using forces for them to leave their homes) for construction of new building, warehouse or plant
- Disruption of cultural heritage for construction
- Unfair or delayed compensation to affected communities living in the area

Please review existing mitigation measures for **land acquisition and forced resettlement of community** and add other measures in place (if any)

- Sustainability Management Policy
- Human Rights Policy
- EIA mitigation measures
- Permission as per laws and regulations
- Community consultation and visits

Were there any cases/incidents related to human rights violations on **land acquisition and forced resettlement of community** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The company did not pay compensation for land acquired from the community to build the new plant.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Community members lost their homes, were forced to evict, and were not given adequate compensation.)

### 6. How many people were affected? \*

Ex. 1 community member out of 10, 8 community members out of 10, all community members surrounding company's premises

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Community's Security Practice

Examples of human rights violation

- Security forces employing disproportionate or unnecessary force (e.g., use of weapon)
- Security forces conducting searches without reasonable grounds or seizing property arbitrarily
- Security forces harassing rights holders during searches (e.g., inappropriate touching)

Please review existing mitigation measures for **community's security practice** and add other measures in place (if any)

- Sustainability Management Policy
- Human Rights Policy
- Procedures for emerging disease screening in the operation area
- Procedures for entering the operation area
- 24-hour security guards around the power plant
- Security guard training (i.e., discipline, behavior, drug testing, etc.)
- Criteria for selecting security companies (i.e., licensed companies and local employment)
- CCTV systems

Were there any cases/incidents related to human rights violations on **community's security practice** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The company's security officers used excessive force to handle protesters in front of the company, resulting in community members participated in the protests getting injured.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Community members in the protest got minor injuries from the forces and required first aid treatment.)

### 6. How many people were affected? \*

Ex. 1 community member out of 10, 8 community members out of 10, all community members surrounding company's premises

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Customer's Health and Safety

Examples of human rights violation

- Accidents at the operational sites due to improper safety management or mitigation measures may affect customers at site (e.g., slips and falls, electricity shock, building or equipment defects, etc.)
- Accident from operations may affect customers at site (e.g., fires, explosion, construction accident)
- Lack of access to first aid and medical services
- Failure to respond adequately to an emergency situation
- Products do not meet safety/quality standards and regulations which could lead to health and safety risks to customers

Please review existing mitigation measures for **customer's health and safety** and add other measures in place (if any)

- Sustainability Management Policy
- Human Rights Policy
- Customer Relationship Management Strategy

Were there any cases/incidents related to human rights violations on **customer's health and safety** that occurred in 2024 - Present? \*

☐ Yes

☐ No



## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The company received a complaint that our products are not qualified with the standard, pose health and safety risks to customers consuming our products and other goods containing our products.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. The company's products are not up to standard which poses a risk of health and safety of customer. This may result in customer needs of medical treatment or fatality.)

### 6. How many people were affected? \*

Ex. 1 customer out of 10, 8 customers out of 10, all customers

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

## Customer's Data Privacy

Examples of human rights violation

- Lack of proper data management and consent obtainment systems
- Unauthorized access of customers' confidential data
- Intentionally leaking customer's personal, financial, confidential and sensitive information, competitive data or leak of these data due to lack of proper IT infrastructure
- Using customer data for marketing purposes or selling spending data without customer consent
- Malware attack causing disruption of system

Please review existing mitigation measures for **customer's data privacy** and add other measures in place (if any)

- Sustainability Management Policy
- Human Rights Policy
- Data Privacy Protection Policy
- ISO/IEC 27001:2013
- EGCO Group's IT Security System
- Information Technology Development and Cyber Security committee

Were there any cases/incidents related to human rights violations on **customer's data privacy** that occurred in 2024 - Present? \*

☐ Yes

☐ No

## Please provide detailed information of **the most severe case**

Provide detailed information for cases/incidents that occurred in 2024 - Present,  
Points to consider when inputting each human rights case:

1) Input only cases/incidents that can be disclosed and **do not specifically refer or allude to an individual or their department/ job role**

2) The case/ incident may be selected based on the following:

- Case or incident that undergo legal proceedings
- Complaints that have been investigated within the company (in official record)
- Case or incident that have been publicly reported in Sustainability report or disclose in public domain
- Case or incident with most impact to people, most severe and occurred the most frequently

### 1. Who was impacted and how? \*

Provide details of the violation case (ex. The company uses customer data given for business inquiry, such as general information or contact information, for marketing purposes without informing or asking for consent from customers.)

### 2. When did the incident happen? \*

Input date or month of the incident (ex. 22 December 2024, June 2024)

### 3. How often did this or similar case occur? \*

Ex. every day, every year, happened only once in 2024 - Present

### 4. Where did the incident occur? \*

Ex. head office at Company A, manufacturing plant at Company B

### 5. How severe was the impact on rights holder? \*

Considering the severity of impact on health, safety, livelihood, assets, etc. (ex. Personal information was used in a money transfer fraud.)

### 6. How many people were affected? \*

Ex. 1 customer out of 10, 8 customers out of 10, all customers

7. How long did it take to completely restore the impact back to normal state? \*

Ex. immediately, 1 month, unable to fully restore the impact

8. What are the remediation or corrective actions taken to address the impacts for the affected people? \*

9. What are the additional mitigation measures to prevent reoccurrence? \*

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