



Human Rights Policy of  
The Export-Import Bank of Thailand

25 MAY 2023



## **Human Rights Policy of the Export-Import Bank of Thailand**

Export-Import Bank of Thailand (EXIM Thailand) is a Specialized Financial Institution (SFI) under the Ministry of Finance's supervision. Its objective is to promote and support Thailand's export and import activities as well as domestic and foreign investments in accordance with the Export-Import Bank of Thailand Act, B.E. 2536 (1993).

In line with the United Nations Guiding Principles (UNGPs) on Business and Human Rights and the Universal Periodic Review (UPR) under the auspices of the United Nations Human Rights Council (UNHRC), EXIM Thailand has established its "Human Rights Policy" (Policy). EXIM Thailand's human rights conduct is to support the country's human rights operations in accordance with the United Nations Global Compact's (UNGC) supply chain sustainability practices.

### **Objective**

The Policy is to serve as the framework and guidelines on human rights for EXIM Thailand's committee members, executives, staff and temporary employees in accordance with its sustainable development policy and operations manual and in line with the equality in human rights and dignity, an international principle and law in human rights protection.

### **Definition of Human Rights**

EXIM Thailand provides support in order to achieve its goals in human rights management with concern for its supply chain and value chain, with Human Rights Due Diligence (HRDD) process recommended by the UNGPs and systematic risk management in human rights, enhancing its values. EXIM Thailand respects human dignity and an individual's rights, liberty and equality as acknowledged or protected by the constitution, laws and treaties of which Thailand is a member and is bound upon as well as natural rights without distinction of any ethnicity, birthplace, race, skin color, religion, language, gender, age, disability, physical or health condition, personal status, economic or social status, education or training, political opinion or human rights-related status.



## **Human Rights Policy**

Having been approved by its Board of Directors, the Policy applies to EXIM Thailand as well as its business partners: they must strictly comply with the Policy's principles in all their human rights-related business conducts. The Policy is also applicable to all stakeholders including EXIM Thailand's committee members, executives, staff, temporary employees, customers, business partners, communities as well as vulnerable and disadvantaged groups such as disabled and indigenous people.

EXIM Thailand has been conducting its HRDD process in accordance with the UNGPs on Business and Human Rights in addition to the Bank of Thailand's (BOT) Three Lines of Defense, including human rights risk and impact assessment, setting up appropriate measures, monitoring of emerging issues and operational efficiency as well as reporting.

EXIM Thailand has shown its determination in human rights by building awareness among, organizing training for and communicating with all its stakeholders to ensure their understanding of and compliance with EXIM Thailand's regulations.

Moreover, EXIM Thailand provides communication channels for all its stakeholders to file their complaints which will then be handled systematically. With its clear standpoint in human rights, EXIM Thailand never engages itself with any organization which does not respect human rights or is involved with any violation of them.

## **Practice Guidelines for EXIM Thailand's Human Rights Policy**

### **1) Employees and Workplace**

EXIM Thailand treats all its employees fairly, respecting and valuing every individual. Its practice guidelines on human resources management including the Code of Business Ethics for Board of Directors, that for Executives and that for Employees clearly state it fully respects the employees' rights in accordance with the international standard. These include lawful and fair employment conditions, compensation and other benefits, safe and appropriate working conditions and environment as well as prevention of any discrimination based on age, gender, sexual orientation, physical ability, race, ethnicity, country of origin, nationality, cultural background, religion, belief, culture and knowledge.



EXIM Thailand has zero tolerance against all kinds of sexual harassment and discrimination including psychological harm, verbal, physical and sexual harassment in addition to non-sexual harassment. EXIM Thailand promotes diversity and inclusivity as its culture and recognizes the employees' rights for collective bargaining, association and non-discrimination.

## **2) Customers**

EXIM Thailand strives to uphold the customers' rights in all its operations, products and services. To achieve this goal, EXIM Thailand has embedded its commitment through its policies including but not limited to its Privacy Statement in compliance to Thailand's Personal Data Protection Act (PDPA), B. E. 2562 (2019), Fair Competition Policy and Anti-Money Laundering, Combating the Financing of Terrorism, and the Proliferation of Weapons of Mass Destruction Policy for its respectful and responsible customer services. EXIM Thailand promotes fair financial services, preventing any discrimination and avoiding any misconduct. EXIM Thailand treats all customers fairly and equally. With its firm stance on human rights, EXIM Thailand does not associate itself with customers who do not respect human rights or are involved in any violation of them, such as unfair employment, unsafe working conditions, use of forced labor or child labor and human labor trafficking. EXIM Thailand's Environmental and Social Responsibility Policy not only takes into consideration environmental and social risks in its financial decision-making process but also includes an exclusion list of industries with environmental and social risks.

## **3) Business Partners**

EXIM Thailand strives to manage its supply chain ethically and lawfully, with social responsibility, ensuring its business partners', such as business alliances, suppliers, contractors and service providers, compliance with national laws and international standards and best practices in order to create a responsible supply chain. EXIM Thailand is determined to manage and maintain a good relationship with the business partners who comply with its Supplier's Code of Conduct, of which human rights is a key issue, and expects them to apply such guidelines in their businesses.



#### **4) Communities**

EXIM Thailand strives to contribute to the social and economic development of the communities where it operates, providing them, including their vulnerable groups, with its financial literacy and inclusivity programs as well as complete access to its financial services and HRDD process. The latter shows EXIM Thailand's determination in human rights operations and enables it to identify, assess, prevent and mitigate human rights risks that may be caused by its business activities, with concerns for the communities' natural resources and environments.

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