



Importance and Mission

PTTEP is committed to fundamental human rights by honoring local laws, cultures, traditions and values in treating employees and stakeholders as well as avoiding human rights violation. PTTEP follows human rights principles and attempts to enforce them throughout the value chain on expectation that the Company's employees, suppliers and contractors acting on behalf of the Company would adhere to common principles and integrate all involved aspects in their operations.

Human Rights Commitment

PTTEP respects human rights wherever it operates, as guided by its corporate good governance principles, business ethics, CSR framework and sustainability philosophy and based on the Universal Declaration of Human Rights (UDHR) and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Most importantly, PTTEP participated in the United Nations Global Compact (UNGC) in 2011 and is required to report on the implementation of human rights measures and impacts on stakeholders. To ensure economic and social values of business operations, UNGC highlights the need for businesses to integrate 10 principles into their operations. PTTEP's Communication on Progress (CoP) on the implementation of 10 principles has been carried out since 2012, mainly falling into 4 categories of human rights (Principles 1–2), labor (Principles 3–6), environment and anti-corruption (Principles 7–10). In 2022, PTTEP, as one of more than 850 companies from over 80 countries, participated in the Early Adopter Programme to test the new UNGC Communication on Progress platform for further improvement. Moreover, PTTEP's Human Rights Policy is based on the United Nations Guiding Principles on Business and Human Rights (UNGPs) or Ruggie Framework, and the Voluntary Principles on Security and Human Rights. In addition, the Company is committed to aligning its human rights implementation with the National Action Plan on Business and Human Rights – NAP in all related dimensions and expects its personnel to uphold PTTEP's Human Rights Policy and seeks business partners and suppliers' cooperation in honoring human rights principles in any business activities.

Responsible Operations

Our Business Ethics & Code of Conduct state that PTTEP Group upholds "good corporate governance and business ethics", committed to operating without causing social and environmental impacts, honoring human rights principles and taking into account stakeholders' interests. As a responsible citizen, PTTEP ensures strict implementation of the Human Rights Policy among employees at all premises. Such implementation has been continuously monitored while business practices have been continually improved. Suppliers and business partners are encouraged to follow the same path. In view of Supply Chain, PTTEP has communicated with its suppliers and contractors to seek their acknowledgement and agreement to PTTEP Vendor Sustainable Code of Conduct to achieve safe and sustainable operations and minimum social and environmental impacts. Also, PTTEP has established the assessment and monitoring process and enforced before the selection and during the contract life

particularly with critical suppliers and high-risk activities, to ensure that their operations meet standards, contractual clauses, business ethics and human rights principles. Such practices are expected to prevent and reduce possible social and environmental risks.



Management Approach

For concrete implementation of PTTEP's Human Rights Policy with respect to human rights and prevention of violation from PTTEP's business activities, the Company developed the Human Rights Management System which involves 3 key aspects:

- 1 human rights due diligence
- 2 whistleblowing and remedies
- 3 building shared responsibility and understanding on human rights

Human Rights Due Diligence

PTTEP has incorporated a Human Rights Due Diligence Process into its Human Rights Management System. The due diligence covers human rights-related risk assessment, mitigation plan and measures for medium to high risks, and monitoring of such risks. In 2023, PTTEP engaged an independent human rights specialist to conduct a comprehensive review of PTTEP Human Rights Due Diligence (HRDD) as part of our 3-year review cycle. Based on the review, PTTEP has demonstrated a strong commitment to aligning our policies and practices with key international human rights standards, such as the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights (UNGPs), IPIECA's Human Rights Due Diligence Guidance, and other relevant international standards. However, to ensure a more effective human rights risk assessment, PTTEP revised our human rights risk assessment criteria (severity and likelihood), and risk assessment matrix to be more relevant to the current human rights issues and corresponding to international guidelines.

PTTEP Human Rights Management System clearly specifies the required identification of human rights issues encompassing personnel, community, supply chain, environment and security. Such identification includes employees, third-party employees and vulnerable groups such as underprivileged people, LGBTQI+, elderly, children, ethnic minorities, indigenous people and migrant workers. PTTEP assesses human rights issues based on 2 factors: likelihood and impact, being aligned with PTTEP Human Rights Policy, PTT Group's Risk Assessment Framework, UN Global Compact's due diligence guidelines and IPIECA's practices.

The Company has been conducting human rights risk assessment annually since 2014 covering our own operations, throughout business value chain, other activities related to our business and new business relations (mergers, acquisitions, joint ventures, etc.) to assess risks caused by the Company, and to determine mitigation measures. All identified risks, which cover the risks from key activities of both onshore and offshore assets in every phase; for example, seismic survey, exploration and appraisal drilling, development and production, recruitment, supply chain management and security management from the start of M&A due diligence through decommissioning, are to be recorded in PTTEP's Human Rights Risk Register.

Based on the review of PTTEP's human rights risk issues in 2024, covering 100% of operating assets, non-operated joint ventures and Tier-1 suppliers, it was found that the high-level risks, also identified as salient human rights issues, remain 2 issues: (1) workplace safety for both employees and contractors; and (2) environmental impacts on communities from the Company's operations. The issues have been addressed by PTTEP's practices under Safety, Security, Health and Environment (SSHE) Management System, Human Rights Management System, and Issue and Stakeholder Management System. The medium-to-high-level risks are monitored to prevent and minimize the potential for human rights violations.

Additionally, to prevent and mitigate risks that could potentially lead to human rights violations arising from direct operations, the Company assessed the human rights risks associated with the coup in the Republic of the Union of Myanmar where significant human rights issues were flagged. Significant human rights issues were identified in 2 areas: (1) the safety and security of employees and contractors at the operational sites during the coup and (2) controversy from our operational continuity to supply natural gas to Myanmar and Thailand for the generating of electricity. Currently, both projects supply natural gas for the generating of electricity which is basic necessity for improving people's standard of living, driving economic growth and developing the country. Besides, an equitable access to energy is a fundamental human right that all people are entitled to. The Company has been closely monitoring the situation with a primary concern on the employees' safety and the Republic of the Union of Myanmar's energy security. For this matter, the Workplace Coordination Committee (WCC) has been established to address issues related to Safety, Security, Health, and Environment (SSHE) and the well-being of relevant stakeholders such as employees, contractors, etc. PTTEP aligns with international human rights standards and honours the cultures, traditions, values and applicable laws of all countries where we operate, including the Republic of the Union of Myanmar. At the same time, PTTEP continues to implement social development projects in Myanmar that currently benefit more than 200,000 people annually. Additionally, PTTEP has provided humanitarian aid, including donations of rice, food, medicines, and mobile medical units to assist those affected by the ongoing conflict who have sought refuge in safe areas. The Company has also contributed to flood relief efforts nationwide by providing emergency relief kits and financial donations.

Reference is made to the class action lawsuit brought by a group of Indonesian seaweed farmers against PTTEP Australasia (Ashmore Cartier) Pty Ltd (PTTEP AAA), a subsidiary of PTTEP, in the Federal Court of Australia in 2016, claiming that damage to their seaweed crops was allegedly caused by the 2009 Montara incident. PTTEP AAA participated in mediation, as ordered by the Court, and reached an agreement with the group of Indonesian seaweed farmers in full and final settlement of the class action (including PTTEP AAA's appeal) on a no admission of liability basis. The Federal Court of Australia approved such settlement agreement and the approach to the distribution of the settlement sum to the group members. Following the completion of the Court-approved distribution process, the Federal Court of Australia issued an order on 30 April 2025 to officially dismiss and conclude the case.

In addition, the Company has continuously monitored the progress of Mozambique Area 1 Project (a non-operating joint venture in which PTTEP holding 8.5% shares), particularly regarding the community resettlement. To ensure a well-organized and responsible resettlement process, PTTEP and its partners have implemented a resettlement program, community engagement efforts and other actions aligned with international standards to ensure fair treatment and minimize impacts on local livelihoods. These initiatives, along with community development programs, support settlers in their adjustment and improve their quality of life by promoting self-reliance through agriculture, local businesses, transportation, and community water system. As of 2020, the construction of accommodations for Phase 2 resettlement was completed as planned, and community relocation was underway. However, the unrest in the project area in early 2021 stalled progress. In response, the Project has fully cooperated with the government of Mozambique to provide humanitarian supports to resettlement-affected populations where possible. The operator has confirmed that it has ceased all support for remuneration of armed forces, maintaining only logistical support to facilitate the return of locals post-crisis. Additionally, the operator has reaffirmed its commitment to the Voluntary Principles on Security and Human Rights (VPSHR) program, ensuring that security forces receive essential training to strengthen security practices with respect for human rights, while maintaining security management within the project area only. To further address the humanitarian situation, an assessment was conducted in 2023 to evaluate the actions taken by Mozambique Area 1 Project and identify additional measures to enhance socio-economic conditions and human rights in the project area. Emergency aid and humanitarian support have been provided to affected communities through NGOs. Moving forward, as a project partner, PTTEP's mission is to monitor the implementation of the action plan to ensure its success.

The Company has consolidated the data from the human rights risk assessment by operating assets and non-operated joint ventures, including mitigation and remediation measures, as shown in the [Human Rights Performance Data](#).

Further information on PTT Group's Risk Assessment Framework is on [PTT Human Rights Management page](#).

Whistleblowing and Remedies

PTTEP recognizes the importance of human rights protection and remediation for individuals who may be affected by its operations. The Company has, therefore, established regulations on whistleblowing and whistleblower protection. Communication channels accessible to all stakeholders are in place, where they can voice their comments and grievances. PTTEP developed the guideline to be used as a framework and guidance to ensure appropriate remediation, compensation and mitigation (in monetary and non-monetary forms) for the people affected by the complaint as stated in the Remediation Guideline.

Building Shared Responsibility and Understanding on Human Rights

PTTEP has put effort in building shared responsibility, awareness and understanding on human rights through communications and trainings for relevant units such as human resources, community relations, and procurement. The goal is for its personnel to gain a better understanding of the identification of human rights risks, which will lead to appropriate management. PTTEP has put in place human rights training on an online platform to cover all PTTEP employees with aim to enhance their knowledge and understanding on PTTEP Human Rights Management System, human rights fundamentals, business expectation and due diligence in the aspects of Workplace, Safety Security Health and Environment (SSHE), Supply Chain and Community covering fair labor and working condition, safe workplace, collective bargaining, discrimination and harassment, environmental impact management, etc. In 2023, PTTEP launched an intermediate-level human rights E-Learning course with more than 150 hours of staff participating. Additionally, PTTEP has enhanced employees' understanding on harassment and gender diversity through a live online session by guest speakers.

In addition, PTTEP participated in the government's public workshop to review and give feedbacks on Thailand's National Action Plan on Business and Human Rights (NAP), the first NAP enforced in Asia Pacific, and the 4th National Human Rights Plan. Besides, PTTEP participated in human rights panel sessions to share its views and best practices. As a result of PTTEP's unwavering commitment to human rights, PTTEP has become the first company in the State Enterprise Sector receiving the Gold-level Top-tier Award for 2024 Role Model Organization on Human Rights from the Department of Rights and Liberties Protection, Ministry of Justice. The award is granted to the companies having received the top-tier award for 5 consecutive years and is considered the highest level in 2024.

Related Documents

Human Rights Performance Data



Human Rights Policy



Human Rights Management System Guideline

