



"Your Ultimate Solution Partner"



# SD Professional Sharing 4/2021 ธุรกิจกับสิทธิมนุษยชนใน One Report

***WHA Corporation PCL.***

22 November 2021

# WHA Group Business



## #1 Logistics Properties Developer



**2,496,883** sqm  
Total Area  
Under Owned & Managed

**45** Strategic Locations  
And 5 locations under development

## #1 Industrial Estate Developer



**68,000** Rai including 49,000  
Rai Operating And Under Development  
In Thailand and Vietnam

**12** Industrial Estates<sup>1</sup>

## Leading Industrial Utilities and Power Provider



**366,776** cmd  
Capacity of Industrial Water Per Day

**132,456** cmd  
Capacity of Wastewater Treatment Per Day

**600** Installed Equity  
MW Power

## Strengthened Digital Platform



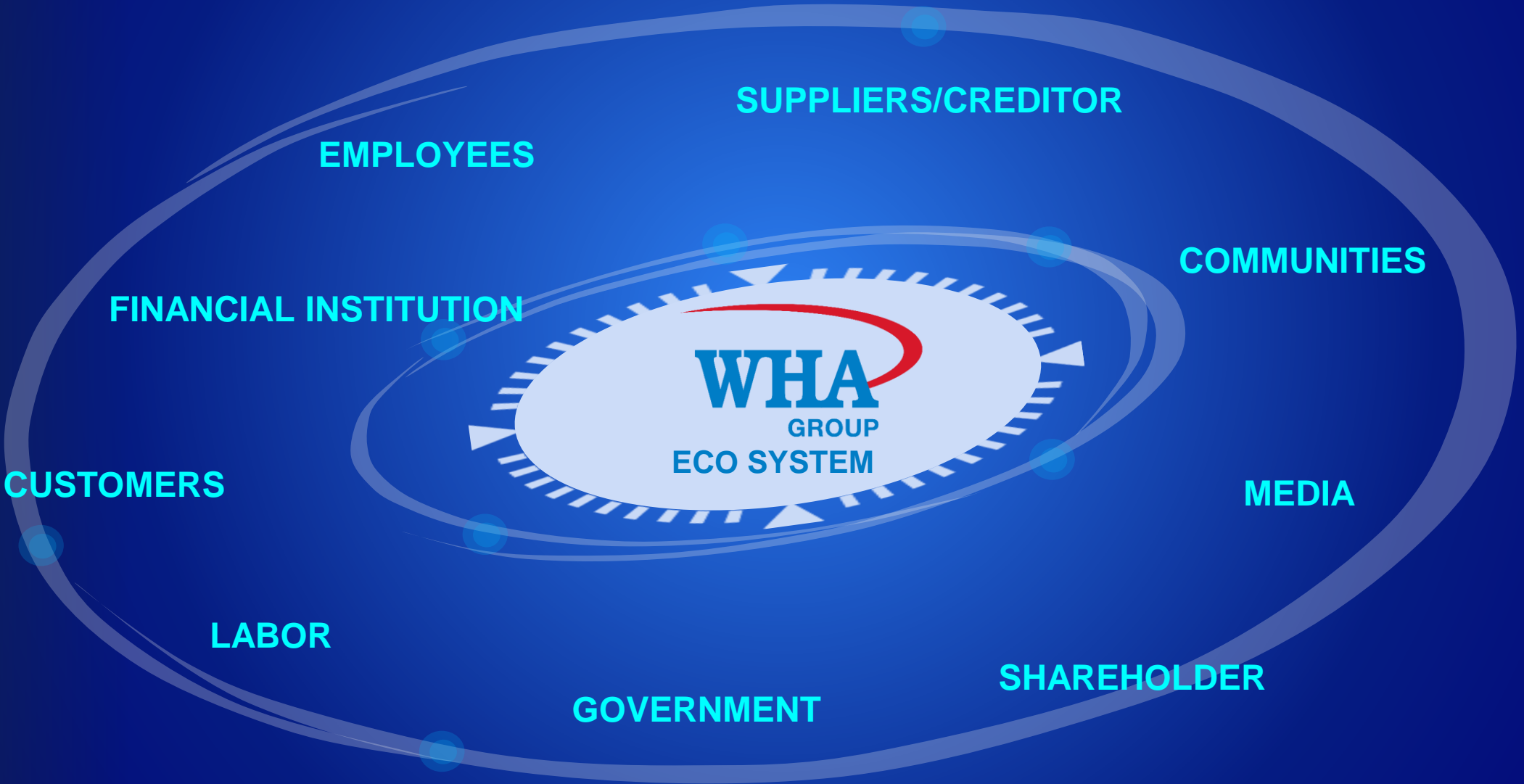
**4** Data Centers

3 Tier-III facilities and the only Tier IV Gold  
Certified data center in Asia Pacific  
(Excl. Australia)

**FTTx** covering **10** Estates

Remark: Information as of 30 September 2021  
<sup>1</sup> Including new Industrial Estate WHA RY36

# Human Rights in Organization's Eco System



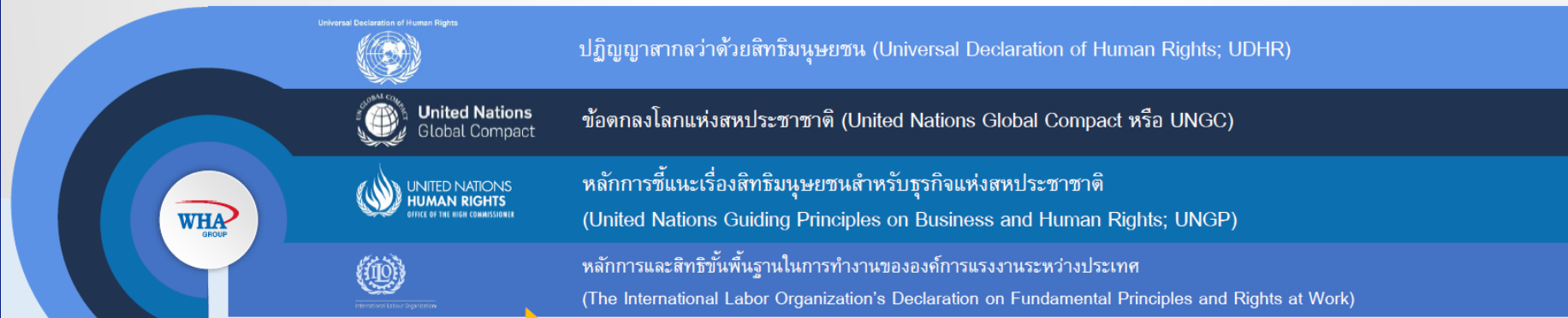


# Human Rights Awareness in Organization

## Human Rights Awareness

### นโยบายการปฏิบัติด้านแรงงานและสิทธิมนุษยชน

เพื่อให้มั่นใจว่ากลุ่มบริษัทฯ มีการดำเนินงานอย่างรับผิดชอบ ปฏิบัติตามกฎหมายและนำหลักสากลว่าด้วยสิทธิมนุษยชน ได้แก่



โดยมีแนวการปฏิบัติด้านต่าง ๆ ต่อไปนี้

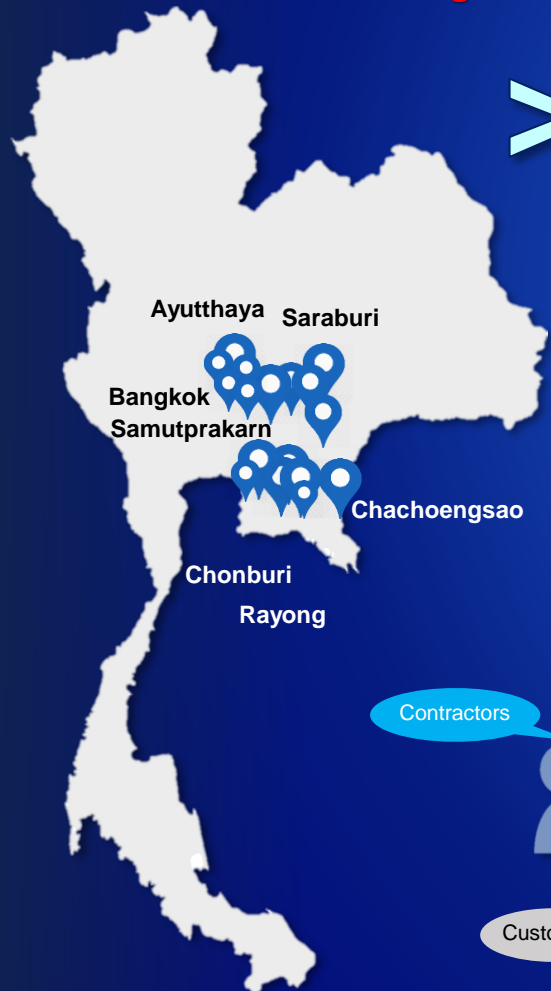
1. การใช้แรงงานบังคับ
2. การใช้แรงงานเด็ก
3. การใช้แรงงานหญิง
4. การใช้แรงงานต่างด้าวอย่างถูกต้องตามกฎหมาย
5. การแบ่งแยกหรือเลือกปฏิบัติ
6. เสรีภาพในการสมาคมและการรวมกลุ่มเพื่อเจรจาต่อรอง
7. สภาพแวดล้อมในการทำงานและคุณภาพชีวิตแรงงาน
8. ความรับผิดชอบดูแลผู้จ้างเกี่ยวกับการถูกคุกคามและหรือถูกล่วงละเมิดทางเพศ
9. ค่าตอบแทนการทำงาน
10. ชั่วโมงการทำงาน
11. การเลิกจ้างและการจ่ายค่าชดเชย
12. ผู้ค้าทางธุรกิจผู้รับเหมา ในห่วงโซ่อุปทาน

หมายเหตุ : นโยบายสิทธิมนุษยชนฉบับนี้ครอบคลุมการดำเนินงานทั้งหมดของกลุ่มบริษัทฯ บริษัทย่อย และบริษัทร่วมทุน รวมถึงการดำเนินกิจกรรมของพนักงาน และคู่ค้าทางธุรกิจ

# Human Rights Management Highlights

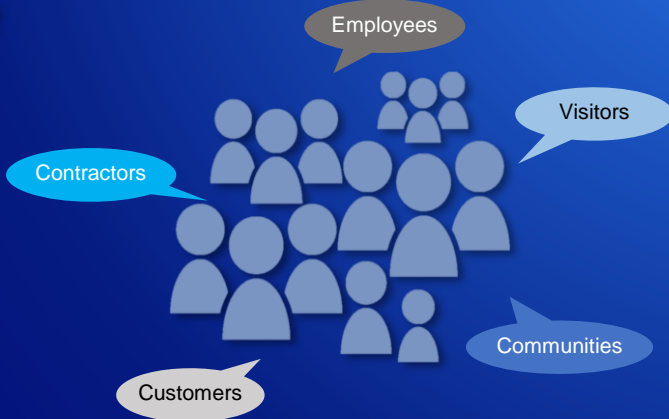
## Fundamental Human Rights to Safe and Healthy Lives

WHA Group has a strong commitment to promoting safety culture throughout the organization



**>50**  
strategic locations  
in Thailand

Commuters visiting and leaving  
WHA Group area of around  
**200,000 people daily**



WHA Group's buildings to ensure all of WHA Group businesses system is safe for all employees, contractors, customers, visitors and surrounding communities



**Safety Incident<sup>1/</sup>**

**Zero Incident Goal**

Year	2016	2017	2018	2019	2020	2021F
Number of incident	0	0	0	1	0	0

Remark: 1/ Incident related to injury cases that caused an absence of an employee in a workplace

# Human Rights Management Highlights

To enhance safety and security of vehicles that enter WHA Group's industrial complex

## ADAPTIVE TRAFFIC CONTROL SYSTEM

- Recognize license plates number, time of vehicle entry and exit
- Equipped with a vehicle counting tool
- Control the traffic lights in response to the current traffic situation
- Reducing the use of energy fuel, reduce air pollution and greenhouse gas emission
- Help reduce the spread of Covid-19 and keep business flowing

By 2022  
Target to install VMS  
at WHA Group's  
industrial estates



By using this system, approximately  
**573 Liter/week or 29,804 Liter/year** of fuel oil can be saved

WHA ESIE were able to reduce traffic congestion time **from 10 minutes to 3 minutes**, and fatalities from traffic accidents reduced from **5 cases in 2019 to 3 cases in 2020**





# Human Rights Management Highlights

## Response Plan for Covid-19 Crisis to Communities



### Field Hospital

#### Field Hospital Samutprakarn Ruamjai 5 (WHA)

Offering warehouse of 10,000 sq.m. for Samut Prakan Ruamjai 5 (WHA) field hospital at WHA Mega Logistics Center Chonlaharnpichit KM 4, to be used as a **1,300 - bed field hospital** and initiated **Donation point at WHA Tower**



#### Field Hospital at WHA SIL SARABURI



WHA Saraburi Industrial Estate Land cooperated with the customers to establish a **400-bed field hospital** by using the area of the Ready Build Factory to support Covid-19 patients.



### Vaccination Center

#### WHA Covid-19 Vaccination Center At ESIE RAYONG



WHA Group was coordinated by the Pluak Daeng Sheriff, Pluak Daeng Hospital and Rayong Provincial Public Health to establish a Covid-19 Vaccination Center in Eastern Seaboard Industrial Estate (Rayong).

#### WHA Covid-19 Vaccination Center At WHA SIL SARABURI



WHA Saraburi Industrial Land supported facilitating the Covid-19 vaccination sites (Sino Farm) for customers.



# Human Rights Management Highlights

## Response Plan for Covid-19 Crisis to Communities



### Donation – WHA Group Thailand

- X-Ray Mobile System to Pluak Daeng Hospital 1.44 MB.
- CU-RoboCovid – 2 Pinto Robots
- 10 Million Baht Fund for Ramathibodi Foundation and Siriraj Foundation
- 1,000 sets PPE kits
- Survival kits to Samut Thai Village
- Medical equipment, medical masks, face shield, medical gloves
- Food and water to support the medical team of the hospitals

WHA's Contributions and Supports During Covid-19



### Donation Drop Point

- At WHA Tower to drop food, medical equipment, medical supplies, forward to Samut Prakran Hospital 5 (WHA).



### Donation – WHA Industrial Zone Nghe An

- Fund for Covid-19 Vaccine
- Fund for Medical equipment and masks
- Fund for equipment for quarantine-center



## Selected WHA's Contributions

Donated Mobile X-Ray System and The "Pinto" Robots (CU-RoboCovid)



1,000 PPE kits to Ramathibodi Hospital



Support the medical team

Fund for Ramathibodi Foundation and Siriraj Foundation



Donation Point and Community Supports.



Educated Students on Covid-19 Prevention and Donated Alcohol



WHA(VN) Supported Vaccine Fund Donation and Face Masks





# Human Rights Management Highlights

**Creating a Continuing Operation with Undisputed Payment to Our Suppliers/Contractors and Customers**



## Suppliers & Contractors

- ✓ *Set screening and preventive measures for suppliers and contractors*
- ✓ *Emphasize and require strict compliance with preventive guidelines from those who need to be present at the operation area*
- ✓ *Provide necessary protective equipment, i.e. face masks, sanitizing spray as well as Covid-19 rapid test*
- ✓ *No contract cancellation granted during the Covid-19 outbreak*



## Supply chain management during the crisis of the Covid-19 pandemic

*WHA Group concerns the impact of the crisis of Covid-19 pandemic, which may affect supplier's operations and cashflow liquidity.*

*Agreeing the appropriate credit term to our suppliers is an important factor for sustainable business operation to our value chain.*

*"WHA Group has not been significantly impacted by this crisis and able to manage cash flow effectively."*

*WHA group has not encountered any problems with payment to our suppliers as well as able to meet the specified credit term as stated in the policy."*



## Customers

- ✓ *Set screening and preventive measures for customers*
- ✓ *Incorporated with Public Health Sectors to and distribute vaccine and provide necessary protective equipment*
- ✓ *Communicate policies, regulations and important practices to customers to prevent the spread of Covid-19*
- ✓ *Consider providing reasonable assistance for each individual*





# Human Rights Management Highlights

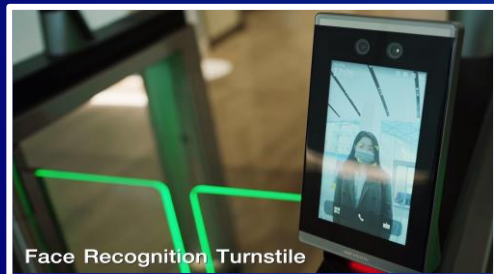
## Creating Well Being and Safety Awareness to WHA's Employee

### Covid-19 vaccine and Covid-19 testing for employees and families



### Internal communication to educate all employees about Covid-19

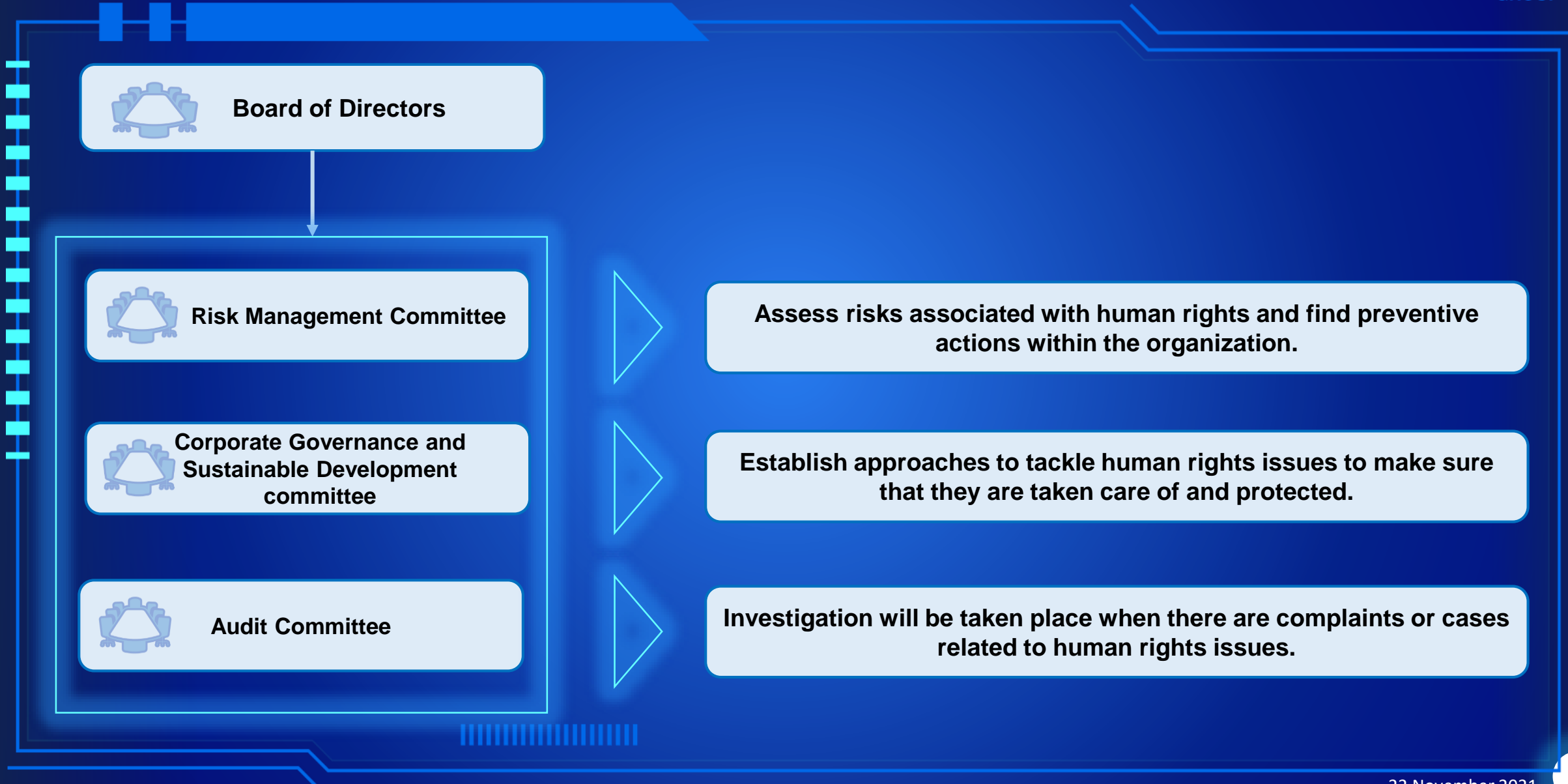
### Covid-19 safety workplace at WHA Tower



- Contactless Access Control
- Thermal scan in every access point
- Scheduled ATK Test for office maids



# Building Corporate Culture in Human Rights



# Building Corporate Culture in Human Rights

## Human Rights Due Diligence



Human rights risk assessment and impact mitigation for all stakeholders.

Identifying relevant human rights issues.

Risk and impact assessment for groups that require special care (vulnerable groups) such as children and alien workers.

Assessing potential impacts at the organizational level, operation level and individual level.



# Human Rights Risk Management

## Example of Human Rights Risk and Impact Reduction

### Water Management for Communities



### Preventive and corrective plans and actions

- Commit to conserve and manage water resources with full efficiency by saving the use of water resources
- Target to reduce the use of natural water sources by expanding capacity of recycled water/ and reclamation water.
- Adhere to the principles of industrial wastewater control standards strictly
- Control and monitor the parameters related to water quality control regularly as stipulated in the Environmental Impact Assessment (EIA) report
- Improve potential and efficiency of water production including wastewater treatment process