

**Notification of the Government Pension Fund
on Human Rights Policy
B.E 2564 (2021)**

The Government Pension Fund has the intention to manage the Fund's business following the principles of good corporate governance and ethical principles. It has a strict risk management process, regulatory compliance, and internal control. It ensures that operations are transparent, prudent, careful, and free from conflicts of interest according to international principles. It mainly supports and compliances with the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), and the Code of Conduct of the United Nations Guiding Principles on Business and Human Rights (UNGP). It aims to ensure that the Fund's operations are free from or involved in any activity violating human rights.

By virtue of Section 24 of the Government Pension Fund Act, B.E. 2539 (1996), the Secretary-General hereby issues the following Notification:

Clause 1. This Notification is called "Notification of the Government Pension Fund on Human Rights Policy B.E. 2564 (2021)."

Clause 2. This Notification shall come into force from the day following the announcement date.

Clause 3. In this Notification:

"Worker" means the Fund's Secretary-General, staff, and employees.

"Human rights" means human dignity, rights, liberties, and equality of persons guaranteed or protected by the constitution, law, or contract.

Thailand is a party and has obligations to comply with the human rights. It includes the right to life and freedom, freedom from slavery and torture, freedom of expression and association, the right to work, and gender identity. It also protects the differences in body, mind, race, nationality, ethnicity, religion, language, belief, age, education, social status, customs, or any other matter in which all human beings are entitled to equal rights and are not discriminated against.

Clause 4. Operators must comply with the human rights policy outlined in this Notification for the performance of the Fund's affairs within the scope of the objectives stipulated by law. It aims to prevent human rights violations in the Fund's affairs.

Clause 5. Operators must be aware of the importance and respect for human rights in all aspects, including performing their duties under the following principles:

(1) Treat all persons with equal human rights without discrimination;



- (2) Support and promote human rights work by applying universal human rights principles to the organization's internal operations;
- (3) Manage and assess risks that affect human rights;
- (4) Establish and manage human rights complaint surveillance mechanisms;
- (5) Communicate and disseminate knowledge and understanding of human rights to stakeholders in the Fund's affairs, both internally and externally;
- (6) Supervise the operation of the Fund's affairs following the human rights policy stipulated in this Notification.

Clause 6. For the human rights policy under this Notification, operators must act as follows:

- (1) Respect and observe universal human rights principles;
- (2) Support and promote human rights work;
- (3) Support and promote communication and dissemination of knowledge and understanding of human rights among stakeholders in the Fund's affairs, both internally and externally;
- (4) Do not be indifferent when an action is found to be a violation of universal human rights principles. It must be reported to the supervisor or responsible agency and cooperate in investigating and confirming such facts.

Clause 7. For the human rights policy under this Notification to achieve its objectives, the Fund will proceed as follows:

- (1) Provide fairness and protection to complainants or whistleblowers concerning human rights violations in the Fund's affairs by using measures to protect complainants and to cooperate in reporting human rights violations appropriately following international standards;
- (2) Establish and continually develop human rights management processes in the Fund's affairs following international standards. It includes the risk management of human rights violations by identifying risks and assessing risks and impacts of human rights violations. Also, it plans guidelines for preventing and solving human rights violations and systematically monitoring the implementation of the plans;
- (3) Consider disciplinary action and punish workers who violate human rights.

Clause 8 . The Secretary General shall be in charge of the execution of this Notification, as well as having the power to interpret and decide problems arising from the implementation of this Notification.

Announced on the 18 Day of May B.E. 25640 (2021)

(signature)

(Mrs. Srikanaya Yathip)

Secretary General Government Pension Fund