

Human Rights Risk Assessment Result

Group	Coverage	Results
Own Operation	100% of RATCH's operational sites (51 out of 51 sites) were assessed on human rights risks	● 9.80% of RATCH's operational sites (5 out of 51 sites) were identified with human rights risks. ● Human right risk identified include: ○ Occupational Health and Safety of Suppliers and Contractors ○ Community Standard of Living ○ Community Land Acquisition and Forced Resettlement ○ Data Protection of All Rights Holders ● 100% of RATCH's operational sites identified with human rights risks (5 out of 5 sites), have mitigation implemented.
Joint Ventures without Management Control	100% of RATCH's joint ventures (total of 33 joint ventures) were assessed on human rights risks.	● 9.09% of RATCH's joint ventures (3 out of 33 joint ventures) were identified with human rights risks due to gaps in policies and practices, which are either not in place or only partially implemented. ● Human right risk areas identified include: ○ Grievance mechanisms ○ Remedy and compensation ○ Equal Treatment ○ Wages and Benefits ○ Freedom of Association and Right to Collective Bargaining ○ Personal Data protection ● 100% of RATCH's joint ventures identified with human rights risks (3 out of 3 joint ventures), have mitigation implemented.
Tier-1 Suppliers and Contractors	70% of RATCH's tier-1 suppliers and contractors (1,235 out of 1,754 suppliers) were assessed on human rights risks.	● 20.49% of RATCH's tier-1 suppliers and contractors (253 out of 1,235 suppliers) were identified with human rights risks. ● Human right risk areas identified include: ○ Labor Rights ○ Occupational Health and Safety ● 100% of RATCH's tier-1 suppliers and contractors identified with human rights risks (253 out of 253 suppliers), have mitigation implemented.