Compliance with the criteria of the United Nations Global Compact (UNGC)

Criteria	Operation	Reporting position
Human Rights		
1. **Support and respect for the protection of internationally proclaimed human rights within the scope of their powers.**	• Promotion of respect for human rights for employees and executives. • Determination of human rights policy. • Comprehensive human rights review process	• https://www.gpscgroup.com/th/sustainability/social/human-rights • https://www.gpscgroup.com/th/downloads/policy/human-rights-policy
2. **Regularly monitor their own businesses to prevent any involvement in human rights violations.**	• Establishing a human rights management system that includes regular human rights risk assessments. • Listening to opinions and complaints. human rights through various channels	• https://www.gpscgroup.com/th/sustainability/social/human-rights
Labor		
3. **Promote and support workers' freedom of association and the recognition of their rights in the actual collective bargaining**	• Communicating with employees and being open to listening. staff opinion • Not obstructing the participation of the association or rally of employees • The establishment of a welfare committee which It consists of members who represent employees from various departments.	• https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being • https://www.gpscgroup.com/th/sustainability/social/human-rights
4. **Eliminate all forms of forced labor**	• Personnel management covering human rights principles. • Communicating policies and operational manuals under the Supplier Sustainable Practice Guidelines regarding forced labor to suppliers and contractors for use as guidelines.	• https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being • https://www.gpscgroup.com/th/sustainability/social/human-rights • https://www.gpscgroup.com/th/sustainability/economic/supply-chain-management
5. **Strictly abolish child labor**	• Personnel management that covers human rights principles • Communicating policies and operating manuals under sustainable practices of suppliers. on the use of child labor for suppliers and related contractors	• https://www.gpscgroup.com/th/sustainability/social/human-rights • https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being • https://www.gpscgroup.com/th/sustainability/economic/supply-chain-management

Criteria	Operation	Reporting position
6. **Eliminate employment and occupational discrimination**	• Equality of employment and occupational practices.	• https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being • https://www.gpscgroup.com/th/sustainability/social/human-rights
Environment		
7. **Support guidelines for caution in operations that may affect the environment.**	• Policy formulation of quality, security, safety, occupational health and environment. • Measures to prevent and reduce the impact on Environment consistent with the report environmental impact analysis • Auditing of the performance of environment by an international standard accreditation agency (ISO 14001).	• https://www.gpscgroup.com/th/sustainability/environmental/environmental-management • https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy • https://www.gpscgroup.com/th/sustainability/environmental/clean-energy-future-and-climate-resilience • https://www.gpscgroup.com/th/downloads/policy/climate-change-policy
8. **Volunteer to organize activities that promote the upgrading of environmental responsibility.**	• Air Quality Improvement and Monitoring Project • Continuous monitoring of water quality released to the environment. • Reducing the generation of waste. and proper management • Creating a culture of environmental management.	• https://www.gpscgroup.com/th/sustainability/environmental/environmental-management • https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy
9. **9. Promote the development and dissemination of environmentally friendly technologies.**	• Improving the efficiency of electricity and steam production processes based on eco-efficiency principles. • Technology development that is environmentally friendly.	• https://www.gpscgroup.com/th/sustainability/environmental/environmental-management • https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy
Anti Corruption		
10. **Work against corruption in all its forms, including extortion and bribery.**	• Anti-Corruption Policy Announcement • Specifying channels for whistleblowing. corruption • Corruption Risk Assessment	• https://www.gpscgroup.com/storage/download/cg/good-coporate-governance-policy/gpsc-coporate-governance-manual-and-code-of-conduct-2020-th.pdf • https://www.gpscgroup.com/th/sustainability/economic/governance-risk-and-compliance • https://www.gpscgroup.com/th/cg/whistle-blowing-measures • https://www.gpscgroup.com/storage/download/cg/good-coporate-governance-policy/gpsc-anti-fraud-and-corruption-policy-2020-th.pdf • https://www.gpscgroup.com/th/sustainability/economic/tax-disclosure

Updated as of February 2022

The above content is prepared in accordance with the sustainability reporting standards by the Global Reporting Initiative (GRI Standards), which is validated by external parties and provides a limited level of assurance of reporting information (Limited Assurance).