

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

Criteria	Operation	Disclosure Sources
<b>Human Rights</b>		
<b>1. Support and respect for the protection of internationally proclaimed human rights within the scope of their powers.</b>	<ul style="list-style-type: none"> <li>Promotion of respect for human rights for employees and executives.</li> <li>Determination of human rights policy.</li> <li>Comprehensive human rights review process</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/social/human-rights">https://www.gpscgroup.com/th/sustainability/social/human-rights</a></li> <li><a href="https://www.gpscgroup.com/th/downloads/policy/human-rights-policy">https://www.gpscgroup.com/th/downloads/policy/human-rights-policy</a></li> </ul>
<b>2. Regularly monitor their own businesses to prevent any involvement in human rights violations.</b>	<ul style="list-style-type: none"> <li>Establishing a human rights management system that includes regular human rights risk assessments.</li> <li>Listening to opinions and complaints about human rights through various channels.</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/social/human-rights">https://www.gpscgroup.com/th/sustainability/social/human-rights</a></li> </ul>
<b>Labor</b>		
<b>3. Promote and support workers' freedom of association and the recognition of their rights in the actual collective bargaining</b>	<ul style="list-style-type: none"> <li>Communicating with employees and being open to listening to their opinion</li> <li>Not obstructing the participation of the association or rally of employees</li> <li>The establishment of a welfare committee which consists of members who represent employees from various departments</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being">https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being</a></li> <li><a href="https://www.gpscgroup.com/th/sustainability/social/human-rights">https://www.gpscgroup.com/th/sustainability/social/human-rights</a></li> </ul>
<b>4. Eliminate all forms of forced labor</b>	<ul style="list-style-type: none"> <li>Personnel management covering human rights principles</li> <li>Communicating policies and operational manuals under the Supplier Sustainable Practice Guidelines regarding forced labor to suppliers and contractors for use as guidelines.</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being">https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being</a></li> <li><a href="https://www.gpscgroup.com/th/sustainability/social/human-rights">https://www.gpscgroup.com/th/sustainability/social/human-rights</a></li> <li><a href="https://www.gpscgroup.com/th/sustainability/economic/supply-chain-management">https://www.gpscgroup.com/th/sustainability/economic/supply-chain-management</a></li> </ul>
<b>5. Strictly abolish child labor</b>	<ul style="list-style-type: none"> <li>Personnel management that covers human rights principles</li> <li>Communicating policies and operating manuals under sustainable practices of suppliers on the use of child labor for suppliers and related contractors.</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/social/human-rights">https://www.gpscgroup.com/th/sustainability/social/human-rights</a></li> <li><a href="https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being">https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being</a></li> <li><a href="https://www.gpscgroup.com/th/sustainability/economic/supply-chain-management">https://www.gpscgroup.com/th/sustainability/economic/supply-chain-management</a></li> </ul>

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<b>6. Eliminate employment and occupational discrimination</b>	<ul style="list-style-type: none"> <li>Equality of employment and occupational practices.</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being">https://www.gpscgroup.com/th/sustainability/social/workforce-development-and-well-being</a></li> <li><a href="https://www.gpscgroup.com/th/sustainability/social/human-rights">https://www.gpscgroup.com/th/sustainability/social/human-rights</a></li> </ul>
<b>Environment</b>		
<b>7. Support guidelines for caution in operations that may affect the environment.</b>	<ul style="list-style-type: none"> <li>Formulation of quality, security, safety, occupational health and environment policy</li> <li>Measures to prevent and reduce the impact on environment consistent with the environmental impact assessment report.</li> <li>Auditing of the performance of environment by an international standard accreditation agency (ISO 14001).</li> <li>Establishing strategies and setting goal on Carbon Neutrality and Net Zero GHG Emissions</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/environmental/environmental-management">https://www.gpscgroup.com/th/sustainability/environmental/environmental-management</a></li> <li><a href="https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy">https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy</a></li> <li><a href="https://www.gpscgroup.com/th/sustainability/environmental/clean-energy-future-and-climate-resilience">https://www.gpscgroup.com/th/sustainability/environmental/clean-energy-future-and-climate-resilience</a></li> <li><a href="https://www.gpscgroup.com/th/downloads/policy/climate-change-policy">https://www.gpscgroup.com/th/downloads/policy/climate-change-policy</a></li> </ul>
<b>8. Volunteer to organize activities that promote the upgrading of environmental responsibility.</b>	<ul style="list-style-type: none"> <li>Air Quality Improvement and Monitoring Project</li> <li>Continuous monitoring of water quality released to the environment.</li> <li>Reducing the generation of waste and proper management</li> <li>Creating a culture of environmental management.</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/environmental/environmental-management">https://www.gpscgroup.com/th/sustainability/environmental/environmental-management</a></li> <li><a href="https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy">https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy</a></li> </ul>
<b>9. Promote the development and dissemination of environmentally friendly technologies.</b>	<ul style="list-style-type: none"> <li>Improving the efficiency of electricity and steam production processes based on eco-efficiency principles.</li> <li>Supporting the technology development on Carbon Capture and Storage (CCS) and Carbon Capture, Utilization and Storage (CCUS) from the production process</li> <li>Technology development that is environmentally friendly.</li> <li>Compliance with Biodiversity Management Guideline and Zero Net Deforestation</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/th/sustainability/environmental/environmental-management">https://www.gpscgroup.com/th/sustainability/environmental/environmental-management</a></li> <li><a href="https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy">https://www.gpscgroup.com/th/downloads/policy/social-and-environmental-responsibility-policy</a></li> </ul>

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<b>Anti Corruption</b>		
<b>10. Work against corruption in all its forms, including extortion and bribery.</b>	<ul style="list-style-type: none"> <li>• Anti-Corruption Policy Announcement</li> <li>• Specifying channels for corruption whistleblowing.</li> <li>• Corruption Risk Assessment</li> <li>• Establishing and implementing in compliance with Corporate Governance Manual and Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="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/storage/download/cg/good-coporate-governance-policy/gpsc-coporate-governance-manual-and-code-of-conduct-2020-th.pdf</a></li> <li>• <a href="https://www.gpscgroup.com/th/sustainability/economic/governance-risk-and-compliance">https://www.gpscgroup.com/th/sustainability/economic/governance-risk-and-compliance</a></li> <li>• <a href="https://www.gpscgroup.com/th/cg/whistle-blowing-measures">https://www.gpscgroup.com/th/cg/whistle-blowing-measures</a></li> <li>• <a href="https://www.gpscgroup.com/storage/download/cg/good-coporate-governance-policy/gpsc-anti-fraud-and-corruption-policy-2020-th.pdf">https://www.gpscgroup.com/storage/download/cg/good-coporate-governance-policy/gpsc-anti-fraud-and-corruption-policy-2020-th.pdf</a></li> <li>• <a href="https://www.gpscgroup.com/th/sustainability/economic/tax-disclosure">https://www.gpscgroup.com/th/sustainability/economic/tax-disclosure</a></li> </ul>

### Updated as of April 2023

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).