

## 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/en/sustainability/social/human-rights">https://www.gpscgroup.com/en/sustainability/social/human-rights</a></li> <li><a href="https://www.gpscgroup.com/storage/download/sustainability/social/human-rights/20210506-gpsc-human-rights-policy-en.pdf">https://www.gpscgroup.com/storage/download/sustainability/social/human-rights/20210506-gpsc-human-rights-policy-en.pdf</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/en/sustainability/social/employee-focused-organization">https://www.gpscgroup.com/en/sustainability/social/employee-focused-organization</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/en/sustainability/social/employee-focused-organization">https://www.gpscgroup.com/en/sustainability/social/employee-focused-organization</a></li> <li><a href="https://www.gpscgroup.com/en/sustainability/social/human-rights">https://www.gpscgroup.com/en/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/en/sustainability/social/employee-focused-organization">https://www.gpscgroup.com/en/sustainability/social/employee-focused-organization</a></li> <li><a href="https://www.gpscgroup.com/en/sustainability/social/human-rights">https://www.gpscgroup.com/en/sustainability/social/human-rights</a></li> <li><a href="https://www.gpscgroup.com/en/sustainability/economic/supply-chain-management">https://www.gpscgroup.com/en/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> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/en/sustainability/social/human-rights">https://www.gpscgroup.com/en/sustainability/social/human-rights</a></li> </ul>

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	<ul style="list-style-type: none"> <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/en/sustainability/social/employee-focused-organization">https://www.gpscgroup.com/en/sustainability/social/employee-focused-organization</a></li> <li><a href="https://www.gpscgroup.com/en/sustainability/economic/supply-chain-management">https://www.gpscgroup.com/en/sustainability/economic/supply-chain-management</a></li> </ul>
<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/en/sustainability/social/employee-focused-organization">https://www.gpscgroup.com/en/sustainability/social/employee-focused-organization</a></li> <li><a href="https://www.gpscgroup.com/en/sustainability/social/human-rights">https://www.gpscgroup.com/en/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/en/sustainability/environmental/environmental-management">https://www.gpscgroup.com/en/sustainability/environmental/environmental-management</a></li> <li><a href="https://www.gpscgroup.com/en/downloads/policy/social-and-environmental-responsibility-policy">https://www.gpscgroup.com/en/downloads/policy/social-and-environmental-responsibility-policy</a></li> <li><a href="https://www.gpscgroup.com/en/sustainability/environmental/clean-energy-towards-net-zero">https://www.gpscgroup.com/en/sustainability/environmental/clean-energy-towards-net-zero</a></li> <li><a href="https://www.gpscgroup.com/en/downloads/policy/climate-change-policy">https://www.gpscgroup.com/en/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/en/sustainability/environmental/environmental-management">https://www.gpscgroup.com/en/sustainability/environmental/environmental-management</a></li> <li><a href="https://www.gpscgroup.com/en/downloads/policy/social-and-environmental-responsibility-policy">https://www.gpscgroup.com/en/downloads/policy/social-and-environmental-responsibility-policy</a></li> </ul>
<b>9. Promote the development and dissemination of environmentally</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)</li> </ul>	<ul style="list-style-type: none"> <li><a href="https://www.gpscgroup.com/en/sustainability/environmental/environmental-management">https://www.gpscgroup.com/en/sustainability/environmental/environmental-management</a></li> <li><a href="https://www.gpscgroup.com/en/downloads/policy/social-and-environmental-responsibility-policy">https://www.gpscgroup.com/en/downloads/policy/social-and-environmental-responsibility-policy</a></li> </ul>

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<b>friendly technologies.</b>	<p>and Carbon Capture, Utilization and Storage (CCUS) from the production process</p> <ul style="list-style-type: none"> <li>• Technology development that is environmentally friendly.</li> <li>• Compliance with Biodiversity Management Guideline and Zero Net Deforestation</li> </ul>	
<b>การต่อต้านทุจริต</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-corporate-governance-policy/gpsc-corporate-governance-manual-and-code-of-conduct-2020-en.pdf">https://www.gpscgroup.com/storage/download/cg/good-corporate-governance-policy/gpsc-corporate-governance-manual-and-code-of-conduct-2020-en.pdf</a></li> <li>• <a href="https://www.gpscgroup.com/en/sustainability/economic/governance-risk-and-compliance/corporate-governance">https://www.gpscgroup.com/en/sustainability/economic/governance-risk-and-compliance/corporate-governance</a></li> <li>• <a href="https://www.gpscgroup.com/en/cg/whistle-blowing-measures">https://www.gpscgroup.com/en/cg/whistle-blowing-measures</a></li> <li>• <a href="https://www.gpscgroup.com/storage/download/cg/good-corporate-governance-policy/gpsc-anti-fraud-and-corruption-policy-2020-en.pdf">https://www.gpscgroup.com/storage/download/cg/good-corporate-governance-policy/gpsc-anti-fraud-and-corruption-policy-2020-en.pdf</a></li> <li>• <a href="https://www.gpscgroup.com/en/sustainability/economic/tax-disclosure">https://www.gpscgroup.com/en/sustainability/economic/tax-disclosure</a></li> </ul>

## Updated as of April 2024

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