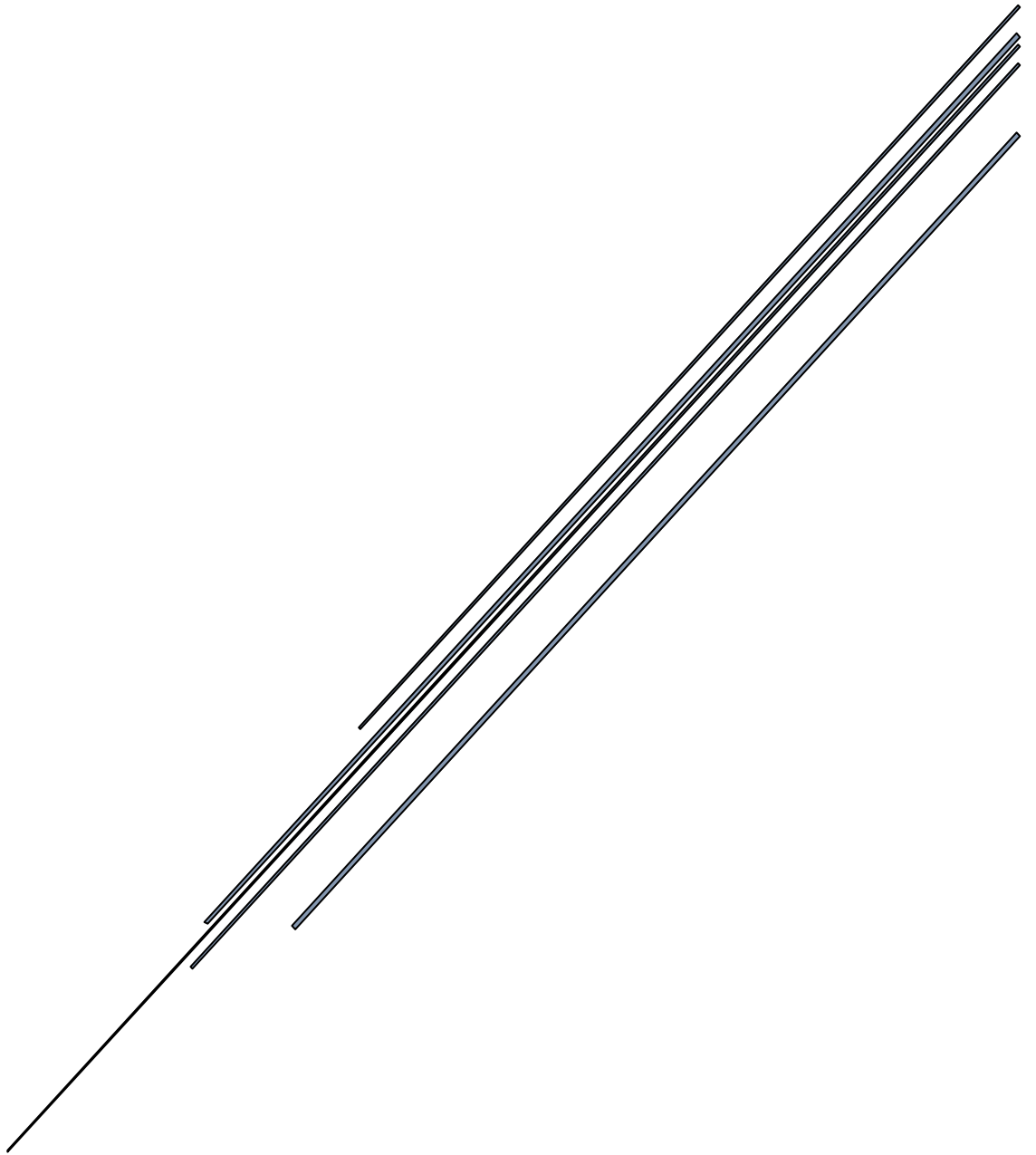




**GPSC GROUP**  
**SUPPLIER SUSTAINABLE CODE OF CONDUCT**



## **Table of Contents**

<b><u>Operations to comply with the sustainable marketing practices of the partners of the GPSC Group .....</u></b>	<b><u>2</u></b>
1. Business Ethics Guidelines .....	2
1.1. Business Integrity.....	3
1.2. Confidentiality .....	4
1.3. Corporate Social Responsibility.....	5
1.4. Conflict of Interest .....	5
2. Human Rights Guidelines.....	6
2.1. Freedom of labour.....	6
2.2. Freedom of associations and collective bargaining.....	6
2.3. Child Labor.....	7
2.4. Compensation and Benefits .....	8
2.5. Working Hours.....	8
2.6. Non-Discrimination.....	9
2.7. Dismissal.....	10
2.8. Humane Treatment.....	10
3. Occupational Health and Safety .....	11
3.1. Safety and the working environment.....	11
3.2. Security and Emergency Preparedness.....	12
3.3. Occupational health, Injury and Work-related illnesses .....	13
4. Environmental management.....	13
4.1. Establish measures to prevent and reduce environmental impacts .....	14
4.2. Solid Waste and Hazardous Waste .....	15
4.3. Water Pollution.....	15
4.4. Air Pollution and Greenhouse Gases .....	16
4.5. Contaminated Soil and Underground Water .....	16
4.6. Biodiversity, no deforestation, or land conservation.....	17

## **Objective**

Global Power Energy Public Company Limited and its affiliates or the GPSC Group are committed to sustainable business practices coupled with good social, community and environmental governance, and value supply chain management as a critical part of supporting the GPSC Group to achieve its productive commitment.

“GPSC Group Supplier Sustainable Code of Conduct” is therefore set up for partners to use as a guideline or application in the management of ethical operations, social and community responsibility, care for the health and safety of employees and the sustainable management of related environmental aspects. GPSC Group drives suppliers to have a supplier sustainable code of conduct/procurement policy in place for their own suppliers to create sustainable practices across the value chain.

## **Operations to comply with the sustainable marketing practices of the partners of the GPSC Group**

### **1. Business Ethics Guidelines**

Business ethics refers to the standards of business practices, production of goods, use of services, and distribution in order to obtain a fair return on investment. All parties, whether producers or consumers, owners, shareholders, associates, executives, service providers, governments, and society, all have a common business relationship.

Business ethics is therefore one of the essential components of the production, provision, or distribution of business operations. Producers or service providers who are ethical in business operations can be trusted to conduct business that is fair to all and conducts business in a sustainable manner.

An overall approach that business operators can take to business ethics, including:

- (1) Prepare a publication outlining the preferred practices or codes of conduct, what is unacceptable or unethical, in writing with a clear example.
- (2) Arranging for training sessions and seminars regarding business ethics for management or chief level staff members and informing

each individual, as well as each department to encourage their subordinates to adhere to these guidelines.

- (3) Setting up a committee to monitor operations in order to correct the code of conduct should any violations take place. Any such matter will then be brought into consideration by this committee to find a way to adjust, modify and take necessary actions should any such cases appear.
- (4) Providing a reward system for those with suitable behavior in the organization. On the other hand, imposing penalties for those who violate the rules in a way, where transparency is prioritized to allow for all employees to be well informed of such cases.
- (5) Learn more about the policies related to good governance and the Code of Business Conduct at <https://www.gpscgroup.com/en/cg/good-coporate-governance-policy-and-code-of-conduct>

Subtopic of business ethics include:

### **1.1. Business Integrity**

GPSC suppliers must conduct their business in strict accordance with ethics and without corruption, anti-competitiveness, bribery, or any illegal business. Should it come to light that any GPSC supplier has conducted any wrongdoings, their contract will be terminated and GPSC will not be responsible for any damages incurred to the supplier or other individuals, due to the termination of said contract. Suppliers may also be subject to legal action.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Conduct business based on honesty, good ethics, and morals and in such ways that are not opposed to the law</li> <li>✓ Convey the values, policies and procedures that are to be guidelines for employees to utilize in carrying out every activity correctly and ethically in business operations</li> </ul>	<ul style="list-style-type: none"> <li>✗ Taking advantage of customers, for example, by adulterating products, counterfeiting products or delivering products that are lower in standard than agreed upon, hoarding products to artificially raise prices, trading for excess profits, etc.</li> <li>✗ Providing inaccurate or misleading information that cause misunderstandings</li> </ul>

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Staff performance is monitored by supervisors and will be review by top management</li> <li>✓ Consideration of joining the Private Sector Collective Action against Corruption (CAC)</li> <li>✓ Has established an anti-corruption and anti-competitiveness policy, including refraining from giving and receiving any other benefits</li> <li>✓ Participating in free market competition activities with fair game condition which is not lead to monopolistic or oligopolistic practices</li> </ul>	<ul style="list-style-type: none"> <li>✗ Offering or giving any compensation both in monetary and nonmonetary forms to benefit oneself or to persuade individuals in any decision-making processes</li> <li>✗ Conducting the activities that can result in collusion with potential competitors, with the purpose of limiting the effects of market competition, such as, cartel activities, price fixing, anti-trust activities, and anti- competitive mergers or acquisitions</li> </ul>

## 1.2. Confidentiality

Suppliers of GPSC Group must prevent the leakage of GPSC confidential information, have established system to align with Personal Data Protection Act (PDPA) and Sensitive Personal Data management, and must not use the information for illegal purposes and/or for personal gain and/or commercial benefits.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Implement policies and communication for employees in the company to keep customer information secured</li> <li>✓ Usage of a document storage system to protect various client's confidential information</li> <li>✓ Established guidelines, mechanisms, or regulatory measures regarding the protection of personal information that include the collection, use, or disclosure of personal information</li> </ul>	<ul style="list-style-type: none"> <li>✗ Disclosing commercial data or work from client without consent or using these for illegal purposes and/or personal gain and/or for one's own business interests</li> <li>✗ Not complying with Confidentiality Agreement (CA)</li> </ul>

### 1.3. **Corporate Social Responsibility**

Suppliers of GPSC Group must demonstrate their involvement in the development of social responsibility. Along with business operations, suppliers should be caring for the environment in the community and society as a whole under the principles of ethics, and have good corporate governance, consider and act continuously regarding the role of the business organization. Suppliers need to have a clear plan to comply with society's expectations voluntarily. The management and all personnel in the organization play a role in various activities seriously, effectively, and productively.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Existence of a process to listen to the opinions of the stakeholders, which would cover all levels of relevant stakeholders</li> <li>✓ Preventive and corrective measures are taken to prevent and address the social and environmental impacts resulting from various organizational processes</li> <li>✓ Proactive Community Engagement</li> </ul>	<ul style="list-style-type: none"> <li>✗ Conducting business in consideration of one's own business interests regardless of the impact on the community or society</li> <li>✗ Not listening to complaints from the community or society</li> </ul>

### 1.4. **Conflict of Interest**

Suppliers of GPSC Group must notify in writing if any conflict of interest is found between the supplier and GPSC, both in terms of the entity and its representatives.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ There should exist a clear conflict of interest management process, such as preparing a document detailing the conflicts of interest that have arisen or arranged for an audit by a third party</li> <li>✓ The person responsible for notifying the GPS Group is designated if any conflict of interest is found between the GPSC Group and its suppliers</li> </ul>	<ul style="list-style-type: none"> <li>✗ Suppliers have a personal advantage/disadvantage with GPSC and such influences may affect their decisions or could cause them to act without fairness</li> </ul>

## 2. Human Rights Guidelines

Human rights refer to basic rights that are given with birth and are the right for each to possess continually, regardless of the jurisdiction, ethnicity, and religion of an individual. Such rights should remain equal to allow for dignity in living, equal opportunities in learning and development of any individual's full potential and creativity.

GPSC suppliers must respect labor rights and treat labor fairly, in accordance with international standards with the following guidelines:

### 2.1. *Freedom of labour*

GPSC suppliers will not use force or unwilling labor because of coercion by applying penalties to work or provide that service.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ A process for outsourcing employees should exist with transparency in which there is no forced or unwilling labor</li> <li>✓ Monitoring, improving, and organize fairly employment process, contract, and termination process</li> <li>✓ Having employee operational policies that do not limit the freedom of the employee</li> <li>✓ Respect the legal rights of employees to join or not join any associations, unions, federations</li> </ul>	<ul style="list-style-type: none"> <li>✗ Forced labor, which is a non-voluntary work of the concerned person</li> <li>✗ Seizure of various identification documents of employees with the company</li> <li>✗ Not allowing workers to freely resign from work</li> </ul>

### 2.2. *Freedom of associations and collective bargaining*

GPSC suppliers will respect their employees' right to form, join groups, including trade unions and independent labor unions, and run their own organizations without prior authorization or interference by the state or any other entity to protect their interests and negotiate with employers.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Having the freedom of associations and collective bargaining issues in the labour practice policy for promoting fair and respectful working conditions for employees</li> <li>✓ Commitment to promoting freedom of association and collective bargaining for workers in its supply chain.</li> <li>✓ Supporting workers' right to form and join unions, and engaging with independent labor unions in countries where the organizations exist.</li> <li>✓ Promoting worker representation and voice, including its engagement with labor unions and the development of governance structures for collective bargaining</li> <li>✓ Establishing grievance mechanisms for workers to raise concerns, and educating workers on their rights to freedom of association and collective bargaining</li> </ul>	<ul style="list-style-type: none"> <li>✗ Obstructing workers from forming of labor unions and engaging in collective bargaining, and using physical violence, threats, and other illegal tactics to intimidate union leaders and suppress union activity</li> </ul>

### **2.3. Child Labor**

GPSC suppliers must not employ child labor under the legal age and in accordance with the core labour standards of the International Labour Organization (ILO). Suppliers should not allow children or individuals under the age of 18 to work at night or in any dangerous locations.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Those directly related to employment are aware of the regulations and laws regarding child labor of the country</li> <li>✓ Should a child employee be utilized, there must exist a hiring process that is to be explicitly used</li> </ul>	<ul style="list-style-type: none"> <li>✗ Hiring of individuals under the legal age</li> <li>✗ Permitting of child employees to work in various types of prohibited conditions</li> </ul>

Examples of service management or practice	
Compliance	Non-compliance
✓ Implementation of regulations and defining the scope of work that child laborers are unable to perform	

## **2.4. Compensation and Benefits**

GPSC suppliers will pay wages and offer benefits that employees are entitled to by law in an accurate and fair. The wage received by workers must not be less than the minimum wage as specified by law and should also include compensation, as well as other rights and benefits that labor workers should receive according to the law.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ All employees are not paid less than the minimum wage according to the law of the country in which the supplier operates</li> <li>✓ Employees are paid overtime according to the law of the country where the supplier operates. If there is no law set, then the wage payment should not be less than the hourly wage of the employee</li> <li>✓ Established a process to record the working hours of employees correctly, as well as a periodic review of this process, in order to calculate wages properly</li> <li>✓ There exists a process to notify employees of wage estimation methods, including the distribution of wages that employees receive in an appropriate form, such as salary slips, etc.</li> </ul>	<ul style="list-style-type: none"> <li>✗ Paying employees below the minimum wage specified by law</li> <li>✗ Allowing employees to work part-time by not paying overtime at the rate required by law</li> </ul>

## **2.5. Working Hours**

GPSC suppliers must not permit employees to work longer than set by the law. This includes normal working hours, working overtime and working on holidays.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ A clear mandate of specified normal working hours including the start time and the end time for all employees, with the duration not exceeding the time prescribed by the law for each type of work.</li> <li>✓ A process exists to notify employees in advance regarding the need for employees to work overtime</li> <li>✓ Leave days, rest days, vacation days and so on are provided as required by law</li> <li>✓ There exists a mechanism to monitor the operation time of employees</li> </ul>	<ul style="list-style-type: none"> <li>✗ Employee's working hours per week, including overtime hours exceed the legal limit</li> </ul>

## 2.6. Non-Discrimination

GPSC suppliers will provide fair treatment to employees by not discriminating in regard to employment, compensation, company training attendance, promotions and dismissals due to their gender, religion, race, nationality, color, age, marital status, political opinion or disabled people, etc.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Having a policy which is necessary for the equal treatment of employees in contracts</li> <li>✓ A process for employees to directly report to management in cases of unfair practices should exist, which would not be limited to only the supplier's work area, but would also extend to other areas of work, in which employees operate</li> <li>✓ Periodic communication to staff members regarding equal treatment should exist</li> <li>✓ In the recruitment process, the characteristics of the applicant are</li> </ul>	<ul style="list-style-type: none"> <li>✗ A stipend or other benefits differ according to gender, race, color, religion, age, marital status, expectant mother, political opinion, or disabled persons, etc.</li> </ul>

Examples of service management or practice	
Compliance	Non-compliance
determined according to the professional ability of each individual, more so than their personal characteristics	

## 2.7. Dismissal

GPSC suppliers must initiate each step in the dismissal procedure in accordance with labor laws and issue compensation to the employee without unjustified cancellation of a contract, unless there is clear evidence that the termination of the employment contract is abide by law and affects the employee's performance.

Examples of service management or practice	
Compliance	Non-compliance
✓ Prior to employment termination, a notice should be given and pay compensation undertaken as required by law	* Unjustified dismissal of an employee

## 2.8. Humane Treatment

GPSC suppliers must respect employees' rights while prohibiting physical, verbal, and mental abuse, including threats or any manner of intimidation in accordance with necessary standards.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Various aspects regarding harassment in the operational policies should exist that are clearly promulgated</li> <li>✓ An employee penalty record exists along with a review of the information regarding punitive measures taken to assess whether these have been implemented appropriately, in order to avoid measures such as discontinuation or reduction of wages</li> </ul>	* Intimidating or punishing an employee through use of abuse or coercion

Examples of service management or practice	
Compliance	Non-compliance
✓ Clear communication of policy guidelines and appropriate employee practices should exist	

### 3. Occupational Health and Safety

GPSC suppliers must provide a safe and hygienic work environment in accordance with the law or regulations related to employees and should continue to improve on doing so with the guidelines being as follows:

#### 3.1. Safety and the working environment

GPSC suppliers must provide an appropriate working environment with the correct standard in occupational health and safety, which must include informing employees regarding the dangers that may arise from work and must also assess risk control, by using safety equipment in accordance with the engineering control and management standards, as well as proactive protection measures, while also performing safe work procedures. If adequate control for safety is unable to be achieved, suppliers must provide personal protective equipment to employees and no impeachment or punishment should follow if the employee were to make complaints regarding safety.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Signs or indications are used to warn of risks and dangers that may arise from work in areas of high environmental risk, including communicating through different media sources on safety issues, in order to effectively inform employees</li> <li>✓ Risk assessment related plans and procedures should be established for safe operation, including offering channels for employees to give suggestions regarding safety improvements</li> </ul>	<ul style="list-style-type: none"> <li>✗ Employees do not understand the risks of safety in their working environment.</li> <li>✗ Employees work within risky area without personal protective equipment or having inadequate safety equipment</li> <li>✗ No system or process to investigate serious incidents</li> <li>✗ Allowing staff, employees, or contractors to work in a risky area without permission or not in accordance with the rules of the organization</li> </ul>

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ A process exists for inspecting and repairing equipment or tools to maintain their perfect condition for them to be used in daily operations to a safe degree</li> <li>✓ Managing incidents should be done in a process (accidents and near accidents) are to be reported upon occurring. Investigating the cause is to be followed to set new measures in preventing potential future recurrences</li> </ul>	<ul style="list-style-type: none"> <li>✗ Performing operations in risky areas while disregarding specified operating procedures, which may have arisen to save time or for the sake of convenience, etc.</li> <li>✗ Having awareness of broken machinery, but continuing utilization without notifying the person responsible</li> </ul>

### ***3.2. Security and Emergency Preparedness***

GPSC suppliers will select contractors for security services and ensure strict safety supervision. GPSC suppliers must be prepared to handle emergency situations and must notify their assessment of the situation appropriately to employees to reduce any potential negative impacts such as emergency reporting, alarm and evacuation plans, employee training.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ In compliance with the laws or regulations relating to emergency management as a minimum required by the laws of suppliers' country of operation</li> <li>✓ Permanent employees are trained regarding what actions are to be taken in emergency situations</li> <li>✓ Employees/contractors are aware of and act in accordance with the regulations of the organization</li> <li>✓ Employees are to be educated regarding specific procedures in emergency situations and other knowledge areas related to general operations of their work, such as basic firefighting training and raising of security awareness</li> </ul>	<ul style="list-style-type: none"> <li>✗ Employees lack understanding of numerous emergency response plans and upon incidence occurrences, are not able to act appropriately, which may lead to lives, the property or reputation of the organization to become negatively affected</li> <li>✗ Employees are not aware of the meaning behind different alarm levels and procedures to be undertaken at these various levels</li> <li>✗ Inadequate number of equipment used to help prevent potential hazards from occurring</li> </ul>

Examples of service management or practice	
Compliance	Non-compliance
✓ Periodic emergency drills are conducted	

### ***3.3. Occupational health, Injury and Work-related illnesses***

GPSC suppliers must provide hygienic facilities for their employees and conduct proper maintenance, while also implementing measures and systems to manage, monitor and report work related injuries/illnesses. This should include reporting of near accidents, as well as reporting substandard working conditions or practices.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Conduct employee health check-ups based on certain risk factors at least once per year</li> <li>✓ Arrangement of the work environment conducive to work by using appropriate lighting, noise levels, dust, ventilation, etc.</li> <li>✓ Adequate personal protective equipment for employees is ensured in accordance with the relevant risk factors</li> <li>✓ Establishing a way for employees to report injuries/illnesses from work, which include reports of near accidents and substandard work conditions/practices via completing forms or usage of electronic systems</li> </ul>	<ul style="list-style-type: none"> <li>✗ Employees working with hazardous chemicals without wearing personal protective equipment</li> <li>✗ Employees work full days (8 hours) in noisy areas exceeding 90 dbA without wearing personal protective equipment</li> <li>✗ No ventilation in work areas exposed to hazardous chemicals, such as in the form of ventilation fans or exhaust hoods</li> </ul>

## **4. Environmental management**

GPSC suppliers will comply with laws, regulations, and environmental standards and will also strive for continuous development in terms of complying with various requirements related to the environmental aspects of goods and services delivered to GPSC in accordance with management guidelines. The general practices for environmental issues are as follows:

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Periodic internal or external audits of the environment should be carried out and proceeded as required under the laws, regulations, or policies of the supplier</li> <li>✓ Regular inspection of new legal environmental requirements and implementation should follow in accordance with the law</li> <li>✓ Proper management of any potential additional environmental issues identified by GPSC regarding the products or services delivered to GPSC</li> </ul>	<ul style="list-style-type: none"> <li>✗ Existence of an environmental management system within the organization, but such system is not put into practice</li> <li>✗ Employees lack of understanding of the various environmental issues and risks in respect to their duties</li> <li>✗ Incomplete or incorrect environmental factors measurement</li> </ul>

The specific guidelines for environmental issues are as follows:

#### ***4.1. Establish measures to prevent and reduce environmental impacts***

Establish measures to prevent and reduce the environmental impact of production, service, and transportation processes, covering the pre-operational, operational, and post-operational phases, based on Pollution Prevention principles, such as reducing waste generated, discharging wastewater and air pollution, as well as the efficient use of natural resources and energy.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Executives show commitment to increasing energy efficiency and environmental management throughout the life cycle of the product/service, while also communicating this to other staff members for their acknowledgment</li> <li>✓ Implementation of an environmental risk assessment throughout the life cycle of the product/service and usage of appropriate management plans</li> </ul>	<ul style="list-style-type: none"> <li>✗ Contractors being allowed to work without being informed of various environmental issues</li> <li>✗ Procurement (e.g. transportation services) or purchase of raw materials with regard to price only</li> </ul>

Examples of service management or practice	
Compliance	Non-compliance
✓ A project to increase energy efficiency should be carried out and the results of this should also be evaluated	

#### **4.2. Solid Waste and Hazardous Waste**

GPSC suppliers will identify, analyze, and control waste and hazardous waste caused by the production or operational processes prior to these being released into the outside environment.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Waste disposal inspections are performed, which are in line with legal requirement</li> <li>✓ Identification of various types of waste within the organization is conducted</li> </ul>	<ul style="list-style-type: none"> <li>✗ Carry out the disposal of hazardous waste into the external environment without conducting proper waste management processes</li> <li>✗ Complaints regarding unpleasant smells from neighboring communities due to various types of waste</li> </ul>

#### **4.3. Water Pollution**

GPSC suppliers will monitor, control, and treat wastewater caused by various production and operational processes by utilizing sanitation systems before it is released into the external environment.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Periodic inspections and maintenance of wastewater treatment systems are conducted</li> <li>✓ Measuring various water supply indexes with certified laboratories in a scheduled manner</li> <li>✓ Management plans for the handling of toxic chemicals in the form of liquid spills should exist</li> </ul>	<ul style="list-style-type: none"> <li>✗ Wastewater treatment systems are interrupted, which are accompanied by a lack of maintenance operations</li> <li>✗ There are surreptitious attempts of releasing wastewater into the external environment without prior appropriate treatment</li> <li>✗ Water pollution complaints from neighboring communities</li> </ul>

#### **4.4. Air Pollution and Greenhouse Gases**

GPSC suppliers will identify, monitor, control and treat waste emissions and combustion products in the production, as well as the operational processes before these are released into the external environment. There should also be a determined attempt at reducing greenhouse gases using various mechanisms

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Thorough and appropriate maintenances are performed for air pollution control systems</li> <li>✓ Implementation of processes for measuring air indexes as required by law, which management must be aware of</li> <li>✓ Various projects carried out with the determination to reduce greenhouse gases, such as through increasing energy efficiency, greenhouse gas accounting, etc.</li> </ul>	<ul style="list-style-type: none"> <li>✗ Occurrence of complaints from neighboring communities regarding air pollution</li> </ul>

#### **4.5. Contaminated Soil and Underground Water**

GPSC suppliers will take action in consideration to the risk of soil and underground water contamination during the production/service processes, while also implementing the appropriate management measures.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Performing risk assessments of general operations, which may affect soil and underground water followed by implementing the appropriate risk management measures of such</li> <li>✓ Existence of measures to control any potential leakage of various harmful substances into the soil surface</li> </ul>	<ul style="list-style-type: none"> <li>✗ Complaints filed by neighboring communities regarding the quality of underground water</li> <li>✗ Contamination of nearby water sources not having originated from surface or sewage water</li> <li>✗ Storage of hazardous chemicals or waste in areas at risk of contaminating soil and underground water</li> </ul>

Examples of service management or practice	
Compliance	Non-compliance
✓ Implementation of measures to inspect the leak of underground storage tanks	

#### ***4.6. Biodiversity, no deforestation, or land conservation***

GPSC suppliers must preserve, protect, and are encouraged to promote natural habitats including biodiversity, forestry and land. Suppliers should conduct biodiversity risk assessment, set targets to offset any losses (no net loss) or aim to achieve a net positive impact on biodiversity. It is prohibition of supplier whose operations are in sites containing globally or nationally important biodiversity areas. Suppliers must apply the principles of mitigation hierarchy (avoid, minimize, restore & offset), especially, the operations that are in areas in close proximity to critical biodiversity. In case, there is an operation that has actual or potential impact on biodiversity, the suppliers must prepare management plan in place to ensure no net loss or negative impacts that might cause.

Examples of service management or practice	
Compliance	Non-compliance
<ul style="list-style-type: none"> <li>✓ Conducting their operations responsibly in all operational areas</li> <li>✓ Identifying actions to avoid, minimize, restore and offset against adverse impacts to biodiversity and nature values</li> <li>✓ Implementing an initiative for biodiversity conservation and restoration</li> </ul>	<ul style="list-style-type: none"> <li>✗ Conducting operation in the area that in close proximity to biodiversity valuable or sensitive areas without avoiding or mitigation plan</li> <li>✗ Non-complying biodiversity-related regulations both internationally and locally</li> </ul>

This is so that suppliers can adopt or apply this approach to the management and implementation of sustainable practices in accordance with the GPSC Group Supplier Sustainable Code of Conduct.