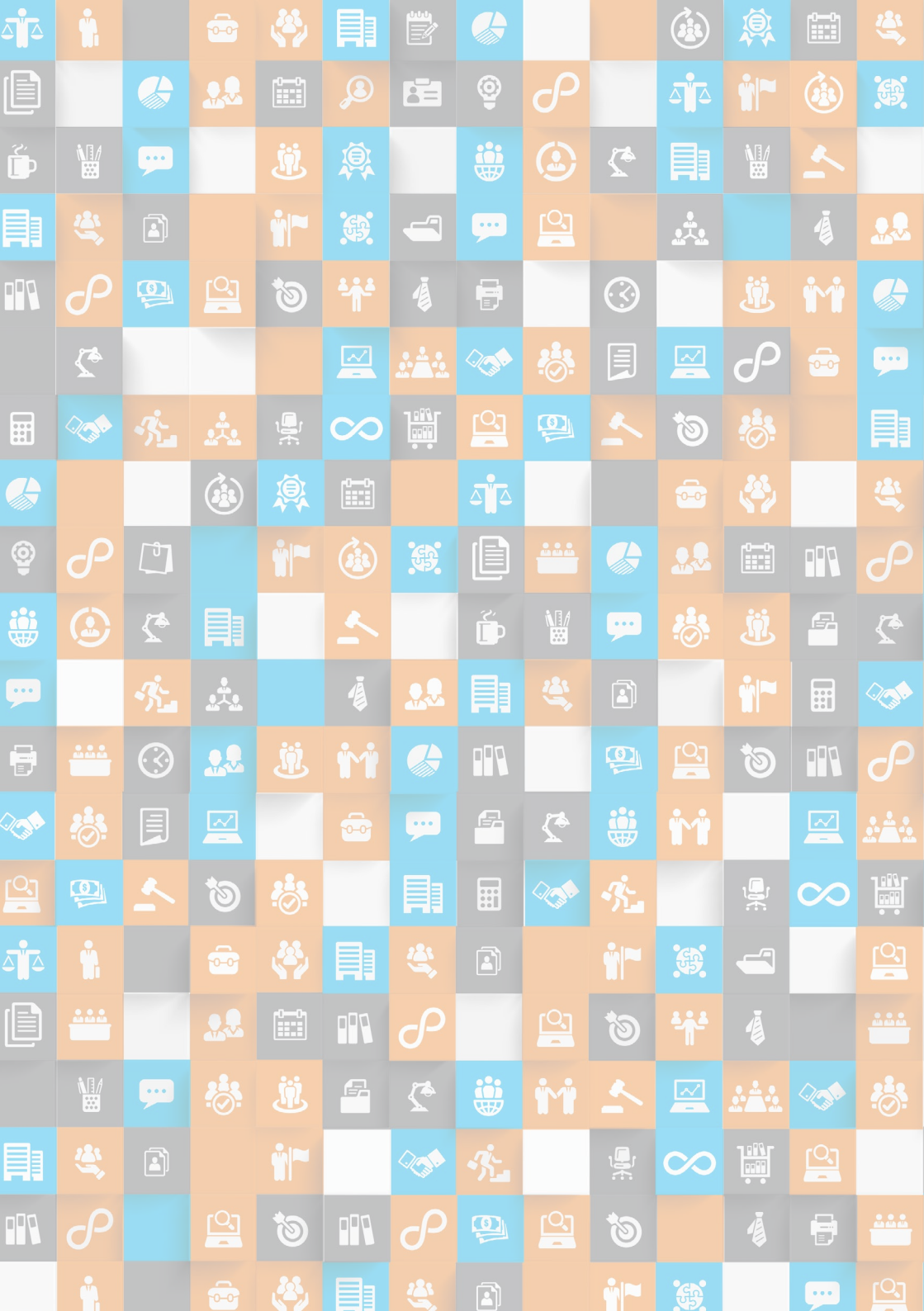
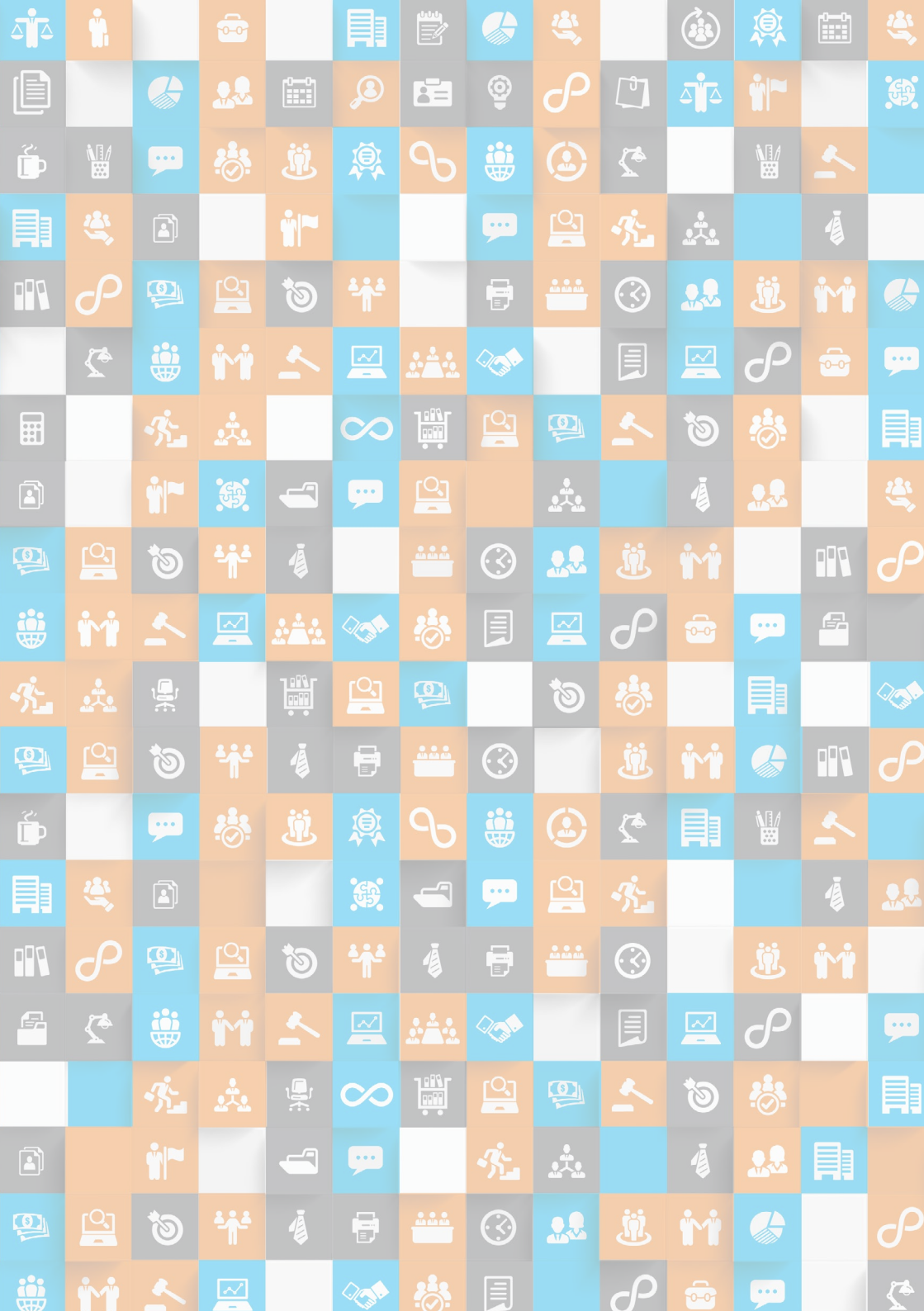




Business Code of Conduct

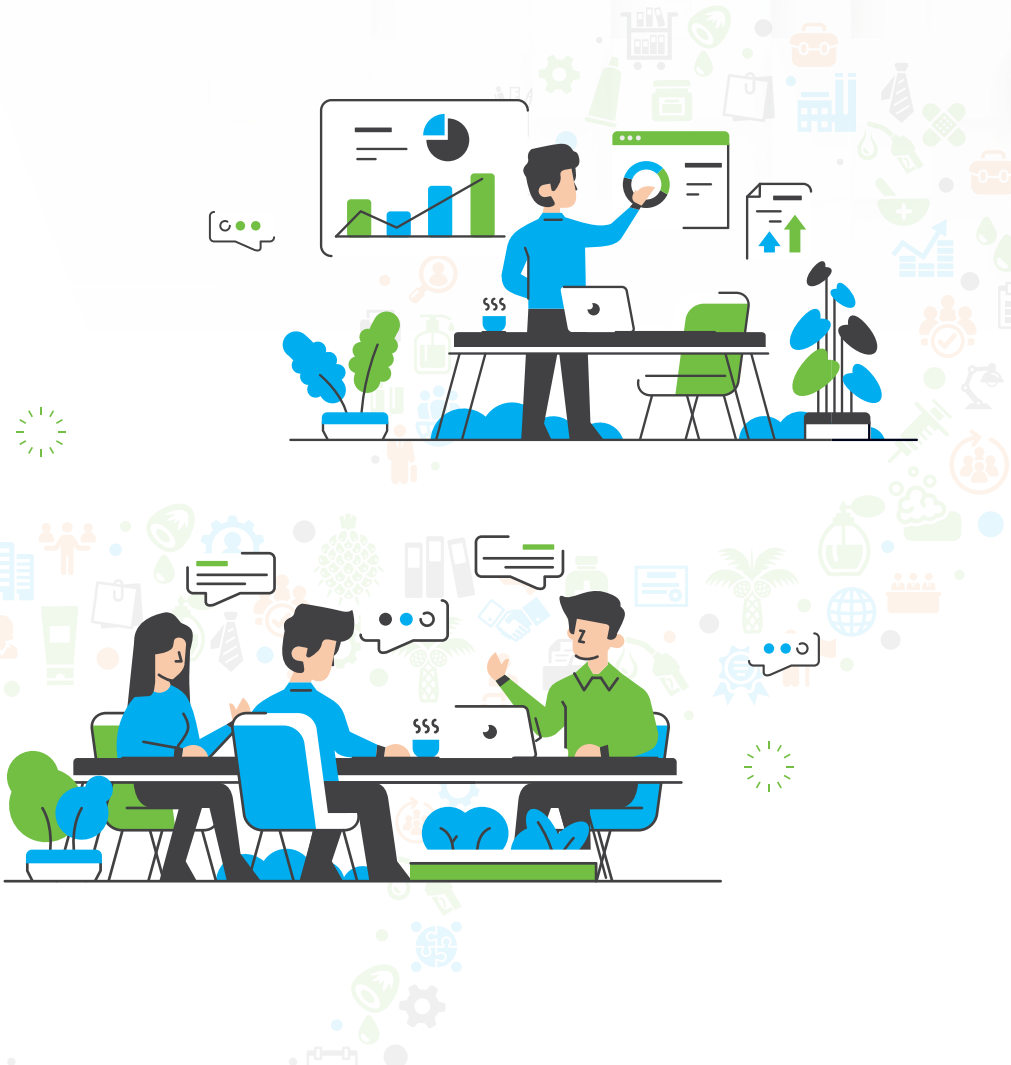
Global Green Chemicals Group





Vision

“To be a Leading Green Chemical Company
by Creating Sustainable Value”



Missions

◊ Shareholders

Maximize sustainable value for Shareholders with transparency and integrity.

◊ Customers

Innovate and provide excellent quality products and services for long term partnership.

◊ Employees

Create a work-life balance environment and high performance organization by investing in human resources.

◊ Society

Show responsibility and care for sustainable development of the environment and society.

Corporate Culture

Corporate Culture – Behaviors that enrich the corporate culture.





Content

Part 1 Corporate Governance

09	Corporate Governance Policy
10	Corporate Governance Principle
11	Significance of Implementation of Corporate Governanc

Part 2 Business Code of Conduct

13 Business Code of Conduct and Compliance with Business Ethics

15	1. Observance of Relevant Laws, Rules, and Regulations, and Respect of Cultural Differences
16	2. Anti-Corruption
16	3. Connected Transaction and Conflict of Interests
18	4. Use of Internal Information and Safeguarding of Confidential Information
18	4.1 Trading of the Company's Stock Using Internal Information
20	4.2 Safeguarding of Confidential Information
20	4.2.1 Confidentiality
21	4.2.2 Disclosure of News, Information, and Opinions to Third Parties
22	4.3 Personal Data Protection
23	5. Internal Control, Internal Audit, Risk Management, Accounting and Financial Reports
23	5.1 Internal Control, Internal Audit, and Risk Management
24	5.2 Accounting and Financial Reports



25	6. Receiving and Offering of Gifts, Assets, or Any Other Benefits
28	7. Procurement and Treatment of Business Partners
29	8. Intellectual Property and the Use of Information Technology and Communication
30	8.1 Intellectual Property
31	8.2 Use of Information Technology and Communication The Use
34	9. Political Rights and Neutrality
35	10. Employee Code of Conduct
37	11. Recognition of International Human Rights
39	12. Acknowledgement of Incidence, Grievance, Suggestion/Channels for Informants and Protection of the Rights of Informants
40	13. Responsibility to Stakeholders
40	13.1 Treatment of Shareholders
41	13.2 Treatment of Customers
43	13.3 Treatment of Business Partners
44	13.4 Treatment of Competitors
45	13.5 Treatment of Creditors
45	13.6 Treatment of Public Sector
47	13.7 Treatment of Employees
49	13.8 Treatment of Communities, Society, and Environment
51	13.9 Recognition of the Significance of Quality, Security, Safety, Occupational Health, Environment, and Continuity of Business
53	14. Promotion of Fair Competition
54	15. Prevention of Money Laundering and Terrorist Financing
56	16. Guideline for the Compensation of Stakeholders Affected by Violation Rights
57	Investors Relations Code of Conduct
59	Supplier Code of Conduct
61	Acceptance of Grievance Concerning Business Code of Conduct



Corporate Governance





Corporate Governance Policy of the Global Green Chemicals Group

The Board of Directors of Global Green Chemicals Public Company Limited aims to promote operational efficiency, Corporate Governance, and excellent management, corporate resilience among the Company and its subsidiaries. This is to ensure that the businesses are conducted responsibly, ethically, fairly, transparently, and accountably focus on the creation of utmost benefits for the shareholders and stakeholders. This is to build mutual trust and strengthen long-term competitiveness as well as sustainable growth.

To this end, the Board of Directors has established the Corporate Governance policy for all Directors, Executives and Employees of the Company and its subsidiaries to observe in their discharge of duties as follows:

- (1) The Board of Directors shall observe the international guidelines and consistently improve on the Corporate Governance in accordance with these international standards in matters relating to consideration of the rights of shareholders, the equitable treatment of shareholders, the responsibilities to stakeholders, the disclosure of information and transparency, and the responsibilities of the Board of Directors.
- (2) The Board of Directors, Executives, and all Employees shall be determined in their observance of the core of the Corporate Governance Principles which involves Creation of long-term value, Responsibility, Equitable Treatment, Accountability, Transparency and Ethics (C R E A T E). Additionally, they must ensure strict compliance with the laws and relevant regulations in all countries they are present.
- (3) The Board of Directors shall arrange for an administrative structure with fair relationship between the Board of Directors, the Executives and the Shareholders. They shall play a vital role in the determination of visions, strategies, policies and key plans. They shall ensure that a performance monitoring and evaluation system is in place, that risks are efficiently managed, and corporate resilience is managed that they are responsible for their discharge of duties in accordance with the Corporate Governance Principles.

Directors and Executives shall serve as role models where good morals and compliance to Corporate Governance Policy and Business Code of Conduct are concerned. They shall promote the culture of Corporate Governance, uphold their responsibilities to stakeholders and ensure that human rights, consumer rights and labor rights are taken into consideration in the conduct of business. Furthermore, they shall arrange for the implementation of auditing, monitoring, evaluation and review systems in order to ensure that the Corporate Governance Policy is complete and sustainable.



Corporate Governance Principle

Corporate Governance is a system that provides for structures and procedures concerning relationships among the Board of Directors, the Executives, the Employees, and the Shareholders. It promotes competitiveness, leads to the sustainable growth of an organization, and creates added value for the Shareholders in the long run, with proper consideration of other Stakeholders and adherence to the core of the Corporate Governance Principle.

The Principle of Corporate Governance (C R E A T E)

C

Creation of Long-Term Value

Creation of long-term value for the organization

R

Responsibility

Responsibility for the discharge of duties to a sufficient level of capability, efficiency, and dedication.

E

Equitable Treatment

Equitable treatment of all stakeholders

A

Accountability

Accountability for one's decisions and actions with the availability of explanation to support such decisions and actions.

T

Transparency

Transparency in operation, which allows for auditing, as well as correct, complete, and timely disclosure of information to relevant parties through appropriate and equitable channels.

E

Ethics

Ethics and morals in the conduct of business.

Significance of Implementation of Corporate Governance



Enhance the transparency of the management system in order to ensure fairness to all Stakeholders in accordance with the legal requirements and regulations of governmental agencies. To implement, clear universal standards which position the Company and its subsidiaries and for competitiveness and mitigate possible Conflicts of Interest.



Create confidence in shareholders and members of the general public, domestically and internationally. Increase the value and protect the interests of the Company and its subsidiaries while taking into consideration the benefits, rights, and equality of relevant stakeholders.



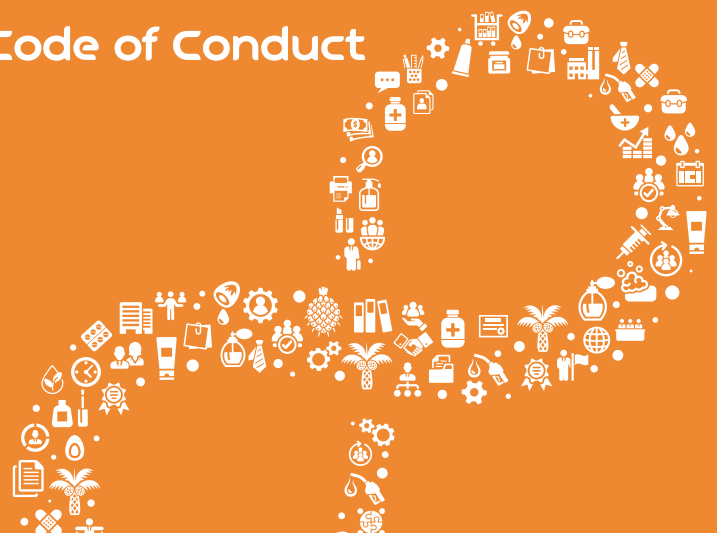
Serve as a performance evaluation tool of the Company and its subsidiaries. Review and improve operational procedures for greater efficiency.



Develop a framework of the responsibility of the Board of Directors and the Executives to Stakeholders, as well as create an obligation for the management to exercise their authority within the prescribed scope.



Business Code of Conduct





Business Code of Conduct and Compliance with Business Ethics

The Global Green Chemicals Group is determined to conduct our business in accordance with the Corporate Governance Principles, and to improve our organization in terms of efficiency through transparent and fair operation, as well as by improving responsibility to shareholders and stakeholders. This includes customers, business partners, business competitors, creditors, the public sector, employees, communities, society, and the environment as a whole.

Therefore, our business codes of conduct are a compilation of good practices on various matters. This serves as a code of standard conduct within the framework of ethics, morals, and honesty. All personnel at all levels of the Group are required to acknowledge, understand and observe such with the strictest adherence. This is not a voluntary practice. Persons are not permitted to claim that they are not aware of this. Any violation of this code of conduct provided that a confirmation can be produced from an investigation will result in disciplinary action pursuant to the Company policy and/or legal action pursuant to relevant law. This code of conduct intends to achieve the visions established and to reflect the value and the culture of the Group as a sustainably growing organization.

It is deemed a duty of the superiors to ensure that their subordinates acknowledge, understand, and proceed in strict accordance with these business codes of conduct, and to provide relevant advice. Further, in the case where a question or an issue arises concerning a decision to be made or a practice for which no conduct is prescribed in the code of conduct, the individual involved should use his/her initial discretion and question the action as follows:

- 1**
Is such action illegal?
- 2**
Is such action against the policy and the organizational culture of the Group?
- 3**
Will such action be deemed acceptable; and can it be disclosed to the public?
- 4**
Will such action defame or tarnish the image of the Group?
- 5**
Will such action result in serious damages to the stakeholders of the Group?



Alternatively, the individual may inquire with his/her supervisor at the level immediately above him/her and further up the chain in the order of superiority who is responsible for initially rendering suggestions, or inquire directly with the department responsible for such matter, or the **Internal Audit Department**, or **Human Resource and Corporate Support Department** or **Corporate Affairs and Corporate Secretary Department** of Global Green Chemicals Public Company Limited.



Business Code of Conduct of Global Green Chemicals Group

1 Observance of Relevant Laws, Rules and Regulations and Respect of Cultural Differences

The Group is concerned about the observance of relevant laws, rules, and regulations and respect of cultural differences where the Group has a presence. Therefore, the employees of the Group should abide by them and proceed in accordance with the good practices listed below:

Good Practices

- 1 Comply with orders, announcements, and regulations issued by the Group.
- 2 Comply with criteria, requirements, and rules of relevant agencies and enforce them upon the Group.
- 3 Acknowledge and understand the duty and responsibility of observance of the laws and regulations relating to the discharge of duties.
- 4 Review compliance with relevant laws, rules, and regulations. Cooperate, promote, and ensure regular observance.
- 5 Study, understand and comply with the laws, rules, and regulations of the countries in which the Company invests or operates a business. All Employees are advised to respect the good traditions and cultures of such locality as well. If the rules, regulations, work procedures, traditions, and cultures of such locality are found to differ from the practices of the Group; Employees are advised to consult the relevant authorities before commencing any action.

2 Anti-Corruption

The Global Green Chemicals Group promotes and encourages its personnel at all levels to value and be conscious of anti-corruption. Moreover, it ensures there are internal control systems in place to prevent corruption, blackmailing, receiving, and offering bribes of all forms in any activity which potentially lead to fraud and corruption, including money laundering. It is a measure to refrain employees from using the Company as a channel or tool in committing misappropriation, transferring, or concealing illegal sources of assets. Personnel at all levels of the Company and its subsidiaries must therefore perform their duties prudently. GGC Group also provides support for and encourages persons who act for its interests such as customers, suppliers, and business partners to recognize the importance of and comply with anti-corruption laws, rules, and regulations, as well as its anti-corruption policy and guidelines. The Company has also implemented an Anti-Corruption Policy and Guideline.

3 Connected Transaction and Conflict of Interests

The Group operates while taking into account the benefits of the Group and its Stakeholders. Therefore, good practices have been established to emphasize our desire to operate in a transparent and auditable manner. Directors, Executives, and Employees at all levels, as well as affiliated entities and related parties, must avoid involvement in any such action that could result in a conflict of interests, which may result in loss of benefits on the part of the Group or in a loss of operational efficiency. In the case where it is impossible to avoid



such transactions, a responsible department will oversee that transaction to ensure transparency, clarity and ensure utmost benefit to the Group.

In the case where any transaction meets the criteria for a connected transaction in accordance with the announcement of the Stock Exchange of Thailand, GGC Group must strictly comply with the criteria and the procedure prescribed therein.

Below is the guideline that the Company has prescribed for the engagement in any duty or activity where connected transaction or conflict of interests with the Group:

Good Practices

- 1 Avoid any action which will result in interests for oneself or Conflict of Interests with the Group, regardless of whether it arises out of dealing with an affiliated entity of the Group; or from the use of opportunities or information one receives in the capacity as an employee to gain personal interests, to engage in a business which is competitive with the Group or to engage in any work outside of the Group which results in an impact on the discharge of duties.
- 2 In the case where an employee of the Group entity must enter into a transaction with the Group for the benefit of the Group, that transaction must be treated as if it is a transaction with a third party, using general trading conditions as if the transaction is one with a typical partner.
- 3 The procedures by which Connected, Related Transactions, or Conflict of Interests are reviewed and disclosed must strictly and carefully comply with the Company's criteria. Directors, Executives, and/or Employees who have interests or are involved in the matter must not sit in on the review. In the case where such a person must provide clarification or information to support the review, he/she must refrain from voting or opining.
- 4 Business transactions must be carried out on the basis of honesty, rationality, and independence, within the ethical framework and with the utmost benefit of the Group in mind.
- 5 In the case where Conflict of Interest with the Group is suspected in an action or a circumstance or reported by a third party, a written report must be prepared to disclose such a questionable transaction using the specified form (Appendix, Page 127). The supervisor at the level immediately above and further up the chain in the order of superiority or Corporate Affairs and Corporate Secretary Department must be notified immediately. This is to initiate a review process to determine if there is in fact a Conflict of Interest with the Group and what further action should be taken.

Additionally, the Company values reporting, whether there be an event that may lead to a conflict of interest or not, and has made reporting an annual requirement that builds trust among shareholders and investors. It also serves as proof of transparency of our business operations.

4 Use of Internal Information and Safeguarding of Confidential Information



Global Green Chemicals Public Company Limited is a listed company on the Stock Exchange of Thailand. Therefore, a key policy established is the equitable treatment of stakeholders. Internal information or any unpublished news whose content may affect the stock price is deemed confidential information of GGC Group. Such information, when disclosed, would naturally affect GGC Group, particularly its stock price and Company's image. Consequently, Directors, Executives, and Employees at all levels of the Group must keep internal information confidential. Such information should not be shared nor used or to seek profit or benefits from fraudulent trading of the stocks, to cause direct or indirect damage to the Group.

4.1 Trading of the Company's Stock Using Internal Information

Employees at all levels need to follow the guidelines for the trading of stocks. Employees must not trade on undisclosed internal information to ensure fairness to all shareholders and investors and to prevent any offense on the part of the Employees. This applies to family members and all affiliated entities of the employees as well.

Good Practices

- 1 The Board of Directors and the Executives, as defined by the Securities and Exchange Commission, must report changes in the holding of the Company's stock to the Company Secretary at least one day before the transaction is made according to Corporate Governance Principles and electronically to the Securities and Exchange Commission within three business days of the transaction date according to rules and regulations of Securities and Exchange Commission for the Company Secretary to produce a report to the Board of Directors at the meeting and disclose such report in Form 56-1 One Report.
- 2 The Board of Directors and the Executives, as defined by the Securities and Exchange Commission, should refrain from trading stocks of the Company for at least 30 days calendar days in advance prior to the Company's disclosure of news on its financial statements to the Stock Exchange of Thailand (SET) and at least 24 hours after the disclosure of such news (for Quarterly closing) and during the period 45 calendar days in advance prior to the Company's disclosure of news on its financial statements to SET and at least 24 hours after the disclosure of such news (for Year-end closing).
- 3 Employees at all levels and their affiliated entities are prohibited from using internal information to benefit their trading of the Company's stocks or to entice others to buy, sell, offer to buy or to sell the stocks, whether by oneself or via a broker, while in possession of information undisclosed to the public by GGC Group. They must not share undisclosed internal information with third parties to benefit their trading of the Company's stocks in the market as such transaction would be deemed as an act of speculation or generating an unfair advantage to a certain group of people by the Stock Exchange of Thailand.

4.2 Safeguarding of Confidential Information

In order to ensure transparency and equality in the use of undisclosed information from the Group which may affect the conduct of business, stakeholders, or Company's stock price, it is a responsibility of the Directors, Executives, Employees, Contract Staff, and Contractors to observe the guideline for confidentiality and disclosure of news to third parties.

Good Practices

4.2.1 Confidentiality

- 2 For a period of two years after leaving the position, one must keep confidential and not disclose to third parties, particularly competitors, such information or documents which cannot be disclosed and/or those which are trade secrets, innovations, and intellectual properties which belong to the Group. However, a period of two years criteria shall not apply to confidential information under a confidentiality agreement in which all relevant parties are required to comply with the term of confidentiality.
- 3 One must not use the opportunity or the information gained from being a Director, an Executive, or an Employee, a Contract Staff to seek personal benefit or to engage in a business that is competitive to the Group or in a relevant business.
- 4 One must honestly and carefully prepare information and documents of the Group in accordance with and relevant to their duties and the specified standards.
- 5 One must not forge information, documents, or reports of the Group. Violation will result in disciplinary and/or legal penalties, whichever the case may be.
- 6 In order to prevent unintentional disclosure of confidential information, it is the duty of the person owning or possessing undisclosed information to understand the procedures required for the safeguarding of information and for their supervisors to remind them to strictly observe such safeguarding procedures.

7 Trade secrets and crucial documents of the Group must be safeguarded and contained. Losses and leaks of the documents must be prevented through proper and correct control based on data guideline, with data classification in place. Information, for example, can be classified as disclosable information, non-disclosable information, confidential information or highly confidential information should be classified by levels such as disclosable information, non-disclosable information, confidential

8 The use of shared internal information within the departments or within the Group must be within the framework of assigned duties and responsibilities only.

4.2.2 Disclosure of News, Information, and Opinions to Third Parties

3 The Managing Director or an assigned department of the Company is to approve of and disclose news of the Company to the public.

4 The Group will correctly and transparently disclose crucial information to the public in a timely and equitable manner.

5 One must not disclose to third parties information or opinion with negative effects or possible negative effects on the Group and affiliated entities.

6 In the case where one is asked by a party to disclose information or answer questions that are outside of their authority, the person must politely decline to comment and advise such party to seek answers from the department assigned to or responsible for the disclosure of such information to ensure that the information disclosed is correct and consistent.

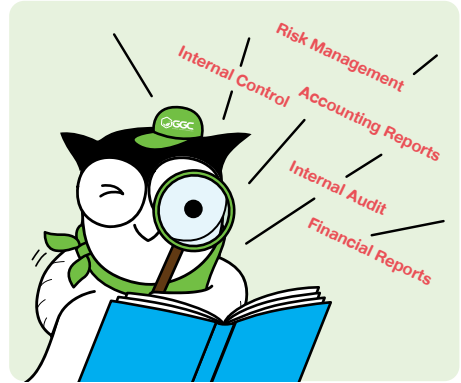
7 The central departments responsible for the disclosure of information on GGC Group are the Investor Relations and Managerial Accounting Department and the Corporate Secretary and Governance Department. They are supplied the details by other internal departments in charge of such information.

4.3 Personal Data Protection

All executives and employees of the Group must be fully aware of and understand the importance of data privacy. They shall strictly obey the laws, policies, rules, regulations, or guidelines of the Group as well as other organizations related to data privacy protection. The matters are including supervision, management, collection, usage, and disclosure of the data privacy under the possession and supervision of the Group. The storage of the data privacy must be safe and secure. Moreover, the appropriate deletion and destruction process of unnecessary data must be provided to prevent the Group, the Board of Directors, Executives, Employees, and relevant stakeholders from unfavorable impacts.

5 Internal Control, Internal Audit, Risk Management, Accounting and Financial Reports

The Group is determined to create added value and sustainably enhance the security of its businesses in accordance with the Corporate Governance Principles. To this end, policies have been established to create an efficient internal control and auditing system of international standards for GGC Group. This will allow GGC Group to manage risks at the appropriate level and handle key risks without affecting the achievement of the objectives of GGC Group. Together with a good monitoring and evaluation system, a regular review of operational systems, and preparation of correct, complete, and credible accounting and financial reports as required by the laws, the confidence of shareholders and investments in the Group can be maintained.



Good Practices

5.1 Internal Control, Internal Audit, and Risk Management

- 2 **The Board of Directors/Audit Committee/Risk Management Committee:** is to review the internal control system and the risk management system and report the findings to the shareholders.
- 3 **High-rank Executives:** must implement the internal control system and the risk management of the Group. They must encourage the employees to have discipline, understanding of, and a positive attitude towards internal control and audit, as well as to collaborate with such efforts.
- 4 **Middle-rank Executives:** must implement and set internal control systems and a risk management system for their own operations. These Executives are also to evaluate, improve, audit, and perform their duties in accordance with the established systems.

5 Internal Audit Department:

- Be responsible for the review and the evaluation of internal control. Contribute to the procedures concerning Corporate Governance Principles, control, and risk management.
- Recommend appropriate control measures and procedures which will create added value for other departments to reflect changing circumstances, environments, and risk factors.

6 **Employees at all levels:** must comply with the rules and regulations, announcements as well as the instructions, the internal control system including the risk management system of the Group.

7 A system is provided to assess potential risks in all aspects, including corruption risks that the Company may encounter. An internal control framework is also developed to cover corruption risk assessment at the process level. Furthermore, the Company has established a process to evaluate its internal control systems on a regular basis to ensure that they are sufficient and appropriate for the business.

5.2 Accounting and Financial Reports

3 Policies concerning finance, accounting, tax, and budgeting of the Group are prepared in order for all in the Group to implement the same standard, which will result in good governance and operational efficiency.

4 Accounting transactions must be accurate, complete, and auditable without any restrictions or exceptions.

5 Accounting transactions and business records of the Group must be factual without any distortion or falsification for any purpose.

6 Business transactions must correspond with the regulations and requirements of the Group. There must be documents fully supporting the business transaction. These documents must provide correct, complete, and beneficial information in a sufficient and timely manner in order that the accounting and financial reports are correctly and fully record all accounting and financial transactions into the accounting system of the Group.

- 7 Must be aware that the correctness of the accounting and financial reports is a shared responsibility of the Board of Directors, Executives, and Employees with accounting and financial responsibility.
- 8 All Employees must be responsible for the preparation and/or the provision of information on business transactions to officials with statutory authority over accounting and financial matters.
- 9 Comply with relevant laws, regulations, standards, and requirements of Thailand and/or other countries where appropriate in order that the preparation of accounting and financial records of GGC Group will be correct and complete.
- 10 Must act on the basis of honesty without prejudice when compiling and recording information and with integrity and ethics in preparing accounting and financial reports.

6 Receiving and Offering of Gifts, Assets, or Any Other Benefits



Personnel of the Group must refrain from any action which may influence their ability to make a job-related decision or lead to a conflict of interest among the Group. The Company has established the No Gift Policy in which receiving and offering gifts, assets, or any other benefits are not allowed. This includes the hosting of meals or the acceptance of meals, activity participation, and travels, both domestic and

international, along with any expense relating to travels received from individuals involved in the businesses of the Group. No Gift Policy aims to ensure transparency and corruption-free business operations of the Group, and to create best-practice standards in the Company's operations.

Good Practices

1 Employees of the Group must not accept any gifts, assets, or any other benefits under any circumstance and have a duty to inform outsiders of the No Gift Policy.

in the order of superiority using the specified form (Appendix, Page 129).

2 In case the acceptance of gifts, assets, or any other benefits on special or festival occasions is required and such gifts, assets or and other benefits cannot be returned to the giver, employees may accept such gifts, assets, or any other benefits provided that such acceptance is appropriate and in accordance with normal practice, law, rules or regulations issued by the provisions of law. Illegal acceptance of assets is not permitted. Gifts, assets, or any other benefits accepted must not be illegal by nature and must be offered to the general public, not only to any specific individual.

4 In case the supervisor of the level immediately above him/her and further up the chain in the order of superiority considers that the said acceptance of item is not appropriate, such item in question must be sent to the department of receiver or Corporate Affairs and Corporate Secretary Department, or Internal Audit Department, or Human Resource and Corporate Support Department and item in question will become the property of the Company.

3 In case there is acceptance of item as specified in section 2, an employee has the duty of reporting acceptance of gifts, assets, and any other benefits to the supervisor of the level immediately above him/her and further up the chain

5 Employees of the group must not offer bribes or any other benefits of similar nature to employees of the group or third parties, particularly government officials whether in Thailand or foreign countries. Such offering must not be against the local laws and traditions, and that it is not excessively superfluous.

6 Employees at all levels and/or family members are prohibited from demanding or accepting gifts, assets, or any other benefits from contractors, subcontractors, customers, traders/sellers, joint ventures, or any other parties involved in the businesses of the Group under any circumstance, which may lead them to make a decision in their duties with bias or discomfort, or create a conflict of interests.

8 The Group will regularly remind the individuals involved to report any acceptance of gifts, assets, or any other benefits. The Company will inform contractors, subcontractors, customers, traders/sellers, joint ventures, or other parties involved with the businesses of the Group of this policy as well.

7 Departments in contact with contractors, subcontractors, customers, traders/sellers, joint ventures, or any other parties involved in the businesses of the Group must inform such parties of this policy as well.



7

Procurement and Treatment of Business Partners

Procurement is an important process by which the expenses, the quality of products, and services used in the operation of the Group are determined. Therefore, procedures must be in place to ensure that the utmost benefit of the Group is ensured and that the procurement is fair, reasonable, transparent, auditable, and explicable. Furthermore, significance must be ascribed to accommodating business partners and develop a positive relationship with them on the basis of mutual respect and trust.

Good Practices

- 1 Procure products and services while ensuring the utmost benefit to the Group, as well as the requirements, the value for money, the quality, the price, the quantity, the time, the service, and the timeliness. The procurement process must be transparent. All business partners must be provided with the same correct, clear and complete information. The disclosure process must be open, free of prejudice or selective treatment, and promote fair competition among the business partners. This procurement process must be systemic and technically valid. It must be thorough and reflective of the changing trading situations.
- 2 The department responsible for procurement should prepare an advanced procurement plan and a good management system so as to avoid emergency procurement with no justifiable reasons.
- 3 Must not take advantage of the business partners and must consider the benefits and the possible damage to the reputation and the image of GGC Group as seen by third parties. Any negotiation must be on the basis of a business relationship and fair to both parties. The negotiation must be disclosed and able to be audited.
- 4 Maintain an equitable business relationship with the business partners. Must not demand or accept any asset or any other benefit directly or indirectly from the business partners. Be open to opinions or any suggestion or complaint by the business partners in order to correct problems arising from the operation.
- 5 The invitation to quote a price must contain correct, clear, and complete information for all business partners. The methodology used must ensure

that all business partners are treated equitably in order to ensure fair competition. Any information received from each seller or bidder must be kept confidential and not disclosed to the other sellers or bidders. Documents pertaining to negotiation, drafting, and preparation of contracts and compliance to the contract must be kept as evidence for the specified period of time.

Business Partners must arrange for their employees to work in a safe working environment. They must have respect for the basic social rights of the employees, conduct their businesses in accordance with the code of conduct, strictly comply with the laws, and shall not offer bribes to the private or public sector in any shape or form.

6 Encourage the procurement of supplies and services offered by Thai operators or the Company within the Group, or the Subsidiaries or Affiliates of the Group and the equitable treatment of all stakeholders.

7 Procurement of supplies and services from entrepreneurs complying with the laws, human rights, and not using illegal labor should be encouraged. This should take into account the quality, safety, occupational hygiene, and environment policy of GGC Group.

8 Executives in charge of procurement must ensure and verify that employees carrying out the procurement strictly comply with the business code of conduct and the ethics of the department. In the case where an unethical practice is detected, an investigation must be launched and disciplinary penalties must be considered in accordance with the established procedure. Executives must use discretion when giving consultation and advice and when listening to the opinions of their subordinates as well.

8 Intellectual Property and the Use of Information Technology and Communication

Intellectual property, information technology, and communication are key factors contributing to the conduct of business and operational efficiency. Therefore, it is the shared responsibility of all employees to respect the rights of owners of intellectual property and to carefully use information technology and communication within the requirements of the laws, the announcements, and the standards specified by the Group.

Good Practices

8.1 Intellectual Property

2 The Group encourages its employees to make use of their own intellect and assiduous work to innovate, invent or research and develop original products. The Company also encourages its employees to conduct research, write textbooks, and make creative media in the pursuit of knowledge. The compensation for such work is a right of the employees. Nevertheless, for any work assigned by the Group using information that belongs to GGC and its subsidiary, the right to the research, the registration of patents, the ownership of patents, and the compensation from such work will belong to GGC and/or its subsidiary.

3 When an intellectual property of work, invention, or research and development project is created during a period of employment or within the scope of duties and responsibilities of an employee, or from the use of Company equipment or capital or resources, the employee is obliged to prepare a report and required documents to disclose its existence in a timely manner to the Company's personnel charged with intellectual property supervision, who will determine which form of intellectual property protection is needed for the utmost benefit to the Company.

This piece of intellectual property and all related rights belong solely to the Company unless otherwise agreed. Such an employee is required to comply with all the rules, regulations, and policies regarding the transfer of all intellectual property rights to the Company.

4 Employees must respect and not directly or indirectly violate another person's intellectual property rights or act in any manner that could be perceived as a violation.

5 In the event that an employee discovers a violation of the Company's intellectual property rights, he/she have a duty to report it to his or her supervisor or the division in charge of intellectual property.

- 6 Employees must stringently adhere to the rules and regulations in effect when they access intellectual property research and development facilities or a venue in which rules and regulations for the protection of intellectual property rights apply.
- 7 Legally registered trademarks and brands of the Company or GGC Group must be utilized with due care and due regard to its suitability only for best interest of the Company or GGC Group.

8.2 The Use of Information Technology and Communication

- 3 GGC Group has implemented safety management for the information system which includes computer systems and computer data in accordance with international standards as well as data governance policy, data classification policy, and personal data privacy policy that are in line with laws. Therefore, it is the responsibility of every employee to protect and ensure that the section of the information system of GGC Group under their possession or care is free of unauthorized access. Information crucial to the conduct of business must not be disclosed to third parties. Nevertheless, the mentioned act of the employees shall not be contrary to related laws.
- 4 Employees must be disciplined in their use of the information system, data storage devices, and communication equipment of GGC Group in order to ensure that no negative effect is caused to GGC Group and third parties. They must not use them as a tool to illegitimately gain access to information systems; cause damage to the reputation and the property; cause disturbance to the functioning of the information system; intercept information; decipher passwords; disseminate images, messages, or audio which is morally or traditionally inappropriate; or for personal business or any illegal act.

- 5 Employees must refrain from violation of copyrights, software, or intellectual property of the Company, its subsidiaries, or other parties, including but not limited to software, copyrights, patent, filed-specific knowledge, and trademarks. Using, copying, modifying, disclosing, or publishing such work or information to the public whether in whole or in part, unless legally authorized by its owner, are prohibited. If there are any questions regarding this matter, please consult the division in charge of intellectual property. Also, employees must comply with data-classification guideline so as to prevent data leak.
- 6 Employees must keep their passwords confidential and not share them with others to prevent unauthorized access. Employees must use the information technology system as authorized and not access websites they are not familiar with or ones that are without data safety measures and may be dangerous to the computer systems of GGC Group. In the case where employees found fraudulence by emails, or fake websites to acquire privacy data such as usernames, passwords, or other personal information, they must report to the department overseeing the security of the Company's information system immediately
- 7 In the case where the employees seek permission for supplementary staff or employees of the contractors to use the information system of GGC Group, the employees seeking such permission must control the use of the system by the supplementary staff or employees of the contractors; and be responsible for any damage occurred.
- 8 Employees shall exercise caution in using emails so as to prevent any damages to the Company, infringement of rights, nuisance to others, legal violations, or moral offenses. Also, employees shall neither pursue vested interests nor allow others to seek business interests from emails through the Company's network system. Employees must also use the Company's email addresses for its work only.

- 9 Employees must attend training on and take relevant tests for the awareness of information security and cybersecurity on a regular basis. They also must strictly comply with policies, requirements, announcements, and orders on information security and cybersecurity
- 10 Employees must comply with requirements on mobile devices and update their software in line with the Company's mobile-device standard
- 11 In the case where employees conduct an electronic transaction with others, they must comply with laws on electronic transactions, applicable announcements, and the Company's E-Signature policy.
- 12 In the case where the employee is suspected to have used the information technology system inappropriately or there is a violation or in the case where there is a reasonable cause to ensure the safety of the information technology system and information of GGC Group, an assigned department will inspect, search, monitor, investigate, and control the use of information technology system of such employee.

9 Political Rights and Neutrality

The Group maintains a policy of legally managing the business on the basis of honesty. The Group is politically neutral and independent in all decisions and actions, believing in democracy and encouraging employees to exercise their rights to vote in accordance with the constitution. A guideline is prescribed for the employees as listed below:



Good Practices

- 1 Employees should exercise their rights as good civilians under the constitution and other relevant laws.
- 2 Employees are prohibited from participating in any activity which may lead to the understanding that the Group is involved in or giving political support to politicians, political parties, or any political group both nationally and locally.
- 3 The Group does not have the policy to provide support in the form of money, resources, or any other asset, either directly or indirectly, to the benefit of politicians, political parties, or political groups.

10 Employee Code of Conduct

Employees need to observe the Employees Code of Conduct along with working regulations, rules, requirements, and announcements of the Group. These codes of conduct aim to help all employees develop a culture of teamwork, improve satisfaction among stakeholders, and take into account equality and honesty in the conduct of business. In case employee violates this code of conduct, and a fair investigation proves that there is evidence of misconduct, such employee will be subject to disciplinary action according to the Company's regulations and/or any relevant laws.



Good Practices

1 Employees of the Group need to discharge their duties to the fullest of their ability. They must be responsible for the mission assigned, be honest, dedicated, and devoted to the achievement of their work. Employees must comply with working regulations, rules, requirements, orders, announcements, policies, and organizational culture with the benefit of the Group as their primary concern.

2 Employees must respect the privacy of other employees and refrain from revealing professional and private information or discussing it in such a way that may be damaging to the employees in question or the larger reputation of the Group.

3 Employees must not accuse or engage in any activity which may lead to disunity or damage within the Group or affiliated entities of the Group.

4 Maintain and promote unity among employees. Assist one another in legitimate ways for the overall benefit of the Group.

5 Treat colleagues with politeness, kindness, and good human relationship. Do not withhold crucial information for the discharge of duties of colleagues. Adapt to working with others. Respect them and not claim others' work as one's own.

6 Be determined to be a good person and to excel by acquiring new knowledge and experience to further enhance one's ability to work and to serve oneself and the Group. Share what one knows with colleagues in order to enhance the knowledge, skills, and capability of the employees. Create a knowledge base that is a success factor of the Group.

7 Adhere to the principles of morals and ethics. Stay free of all vices. Employees must not behave in ways that may tarnish the reputation of themselves or that of the Group.

8 Do not behave in an aggressive or threatening manner. Do not attempt to embarrass others or instigate fear or create a disheartening or disruptive environment. In addition, such manner in question includes sexual assaults, indecent assaults, and unconsented verbal or physical sexual advances, including flirtatious attempts, which can be perceived as an intent to violate a person's dignity or right to privacy or as a nuisance or as threatening one's safety, as well as any action that infringes upon another person's legal rights.

9 Do not conceal faults or any action which may be fraudulent or lead to offenses. Inform the supervisor of the level immediately above him/her and further up the chain in the order of superiority or the Internal Audit Department or report through Whistleblower Channel in the case where any possibly fraudulent action or misconduct is discovered within the Group in order that preventive and corrective measures can be implemented. The Company's Anti-Corruption Policy must be strictly complied.

10 Engage in any action which will maintain a positive working environment and ambiance, and elevate the organization towards excellence.

11 Permission must first be given by a supervisor prior to the assumption of a position at a professional institute or public service organization.

12 Employees must not seek illegitimate benefits from their position or the reputation of the Group.

13 Employees must not engage in a business or allow their family members to engage in a business that is competitive to the Group.

- 14 Protect the interests of the Group and use assets of the Group in a justified and conservative manner. Employees must not use the assets of the Group to gain personal benefit.
- 15 Regularly review and improve work processes for consistently higher efficiency.
- 16 Employees must not use a name or a logo of the Group without permission to seek benefits or to attract the attention or other services which may be damaging to the image of the Group.
- 17 Employees must not create a financial obligation with parties that are engaged in business with the Group which may lead to impaired decision making and working ability.
- 18 Employees must recognize the principle of generally accepted human rights.

11

Recognition of International Human Rights

Policy

The Group supports and recognizes human rights principles both at the national and the international levels by establishing a Human Rights Policy in writing. Great significance has been placed on the equitable treatment of all Employees, regardless of birthplace, nationality, gender, age, color of skin, religion, disadvantages, or any disability unrelated to their performance. The Group regularly reviews business operations while emphasizing joint-operators in this regard, to ensure



that our businesses are not involved in any violation of human rights, including exploitation of illegal labor, and any activity that could affect human rights throughout

the supply chain. The Group recognizes practices that are beneficial to the global community such as the United Nations Human Rights Principle, as well as restrictions in the labor law of the countries in which the Group has invested.

Good Practices

- 1 Strictly adhere to and adopt the Human Rights Policy, which the Company has established in writing.
- 2 Carry out, promote, protect, and encourage respect for fundamental Human Rights at all levels. The Company shall also ensure that no person receives unfair treatment or is subjected to discrimination against race, ethnicity, skin color, lineage, national or social origin, religion, social status, gender, age, characteristics or physical appearance, language, political opinion, or is discriminated against because of assets or any other status.
- 3 Determine and maintain fair working conditions for all, as well as being good examples for conducting business and for other related aspects in line with Human Rights, such as prevention of child labor. This also includes other issues that indicate respect for human rights or any conduct that is in accordance with universal standards concerning the principles of Human Rights, rights, liberty, and equality.
- 4 Promote the rights in accordance with social and universal rules wherever the Group and its subsidiaries conduct businesses. This is to ensure that such business conduct does not contribute to or refrain from committing any act which results in Human Rights violation. Accordingly, executives and employees should also give priority in business dealings with customers or suppliers who also have respect for Human Rights.
- 5 Follow up and report the operation's performance as well as human rights impact assessment to express the transparency of the business.

12 Acknowledgement of Incidence, Grievance, Suggestion/Channels for Informants and Protection of the Rights of Informants

The Group has established a designated department to manage incident reports, complaints, or suggestions submitted by stakeholders who are affected by the Company's operations on a 24-hour basis. In addition, GGC will provide an initial explanation of pertinent facts and mitigation or management measures to the informant and relevant parties.

Shareholders and all stakeholders can make a complaint through the channels as described in the Whistleblower Policy if they witness any act of misconduct that violates the Business Code of Conduct, the Good Corporate Governance Policy, the Compliance Policy, law, or any other regulations of the Group, as well as any event that may damage GGC. The Group will treat the information obtained as confidential and protect the informant in good faith.



- Website : www.ggcplc.com (section Corporate Governance)
- Electronic mail : GGCVoice@ggcplc.com
- Mail to Internal Audit Department or Company Secretary 555/1 Energy Complex Building A, 4th Floor, Vibhavadi-Rangsit Road, Chatuchak, Chatuchak, Bangkok 10900 Thailand

13 Responsibility to the Stakeholders



It is natural that the conduct of the business of the Group involves several stakeholders such as shareholders, customers, business partners, business competitors, creditors, public sector, employees, as well as communities, society, and environment. Each group has different requirements. Therefore, a policy has been established

for the responsible treatment of all stakeholders in accordance with their specific needs as highlighted below:

13.1 Treatment of Shareholders

Policy

Shareholders are encouraged to exercise their basic rights. GGC aims to create utmost satisfaction for the shareholders while taking into consideration the sustainable growth of the Company, the creation of added value, and the continued provision of appropriate returns, as well as the Corporate Governance Principles.

Good Practices

- 1 Manage and discharge duties by applying knowledge and managerial skills to the fullest ability on the basis of honesty. Carefully make decisions with fairness to all shareholders and for the utmost benefit of all shareholders.
- 2 Do not engage in any activity which may result in Conflict of Interests with the Group

- 3 Completely and factually report the status of financial and non-financial issues as well as the future trends of the Group to all shareholders in an equitable manner.
- 4 Do not seek benefits from the Group and affiliated entities using internal information which has not been disclosed to the public. Do not disclose business secrets to third parties which will result in damages to the Group.
- 5 Allow a shareholder or multiple shareholders who hold shares in accordance with the criteria of the Company to propose agenda(s) for inclusion as meeting agendas or to nominate suitable candidates for the nomination as a Director prior to the Annual General Meeting. The Corporate Governance and Sustainable Development Committee or the Nomination and Remuneration Committee will screen the agendas and candidates and subsequently seek the approval of the Board of Directors.

13.2 Treatment of Customers

Policy

Devote to customers and members of the general public in terms of their satisfaction and confidence in the quality products and services at appropriate price levels. Consistently upgrade standards and maintain a positive and lasting relationship with the customers.

Good Practices

- 1 Commit to the development of products and services quality in order to consistently satisfy the requirements of customers.
- 2 Fully disclose correct information on products and services in a timely manner without any distortion of facts.

- 3 Provide products and services warranty of appropriate duration. Implement a system through which complaints about products and services can be acknowledged. Attempt to respond as quickly as possible to customers.
- 4 Seek only reasonable profit for the quality of products or services when compared to other offerings of the same class. Refrain from the use of trading conditions that are unfair to customers.
- 5 Strictly comply with all conditions agreed upon with customers. In the case where it is not possible to comply with the conditions, the customers must be notified in advance in order to mutually agree on a corrective measure.
- 6 Accord importance and listen to feedback, complaints, and any recommendation from customers or a relevant party for the purpose of improving operations.
- 7 Establish the Customer Relationship Management as well as conduct customer satisfaction survey in order to improve the products and services to meet the customers need effectively.
- 8 Be committed to the prevention and suppression of actions deemed to constitute the corruption, and report such actions to supervisor or the Management.
- 9 Comply with The Personal Data Protection Act and related laws in order to protect data privacy, and maintain the confidentiality of customers and will not use information of the customers to benefit personal gain and affiliated entities.

13.3 Treatment of Business Partners

Policy

Take into account equality and honesty in the conduct of business. Protect the interests in collaboration with the business partners by observing the laws and the rules agreed upon by both parties, and by conducting ethical business.

Good Practices

- 1 Perform its duty with honesty and integrity. Do not abuse your power for personal gain whether directly or indirectly. Strictly comply with all conditions agreed upon with business partners.
- 2 Do not demand or accept gifts, assets, support, or other benefits from business partners whether directly or indirectly.
- 3 Treat business partners equally and equitably. Provide them with complete, clear and accurate information without prejudice to ensure fair, transparent and accountable competition.
- 4 Treat information received from each partner with confidentiality.
- 5 Do not present confidential information or documents of the Company to unauthorized parties.
- 6 Accord importance and listen to feedback, complaints, and any recommendation from business partners or a relevant party for the purpose of improving operations.
- 7 Be committed to the prevention and suppression of actions deemed to constitute the corruption, and report such actions to supervisor or the Management.

- 8 Do not offer or accept a meal from a business partner unless it is a business meal with a work team.
- 9 Comply with The Personal Data Protection Act and related laws in order to protect data privacy, and maintain the confidentiality of business partners and will not use information of the customers to benefit personal gain and affiliated entities.

13.4 Treatment of Competitors

Policy

Treat business competitors as per the international principles within the framework of the laws on trade competition and fair competition.

Good Practices

- 1 Operate within the framework of free and fair competition.
- 2 Do not seek confidential information of business competitors through fraudulent or inappropriate means.
- 3 Do not tarnish the reputation of business competitors with accusations and defamation without the availability of facts.



13.5 Treatment of Creditors

Policy

Observe the practical guidelines and the conditions in fairness to the creditors, and repay the debt on time.

Good Practices

- 1 Observe and proceed in strict accordance with the conditions to the creditors, both in terms of repayment, the care for collateral, and other conditions.
- 2 Correctly and completely report financial status to the creditors in accordance with the requirements of loan agreements and Corporate Governance principles.
- 3 In the case where it is not possible to comply with the obligation of the agreement, the creditor must be notified in advance in order to mutually agree on a corrective measure and avoid defaulting on the debts.

13.6 Treatment of Public Sector

Policy

Recognize the significance of the public sector, which is one of the stakeholders of the Group. Guidelines have been established for the treatment of the public sector in the countries in which the Group invests, in order to avoid negative consequences from any unpreferable action.

Good Practices

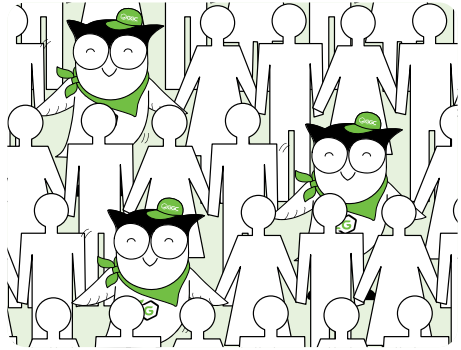
- 1 Proceed in a straightforward manner when engaged in transactions with governmental officials or agencies.

- 2 Be mindful of the fact that each locality or country may have different laws, conditions, procedures, criteria, practices, or business traditions concerning the awarding of prizes, the donation of money, employment, reception, or hosting of meals for government officials and agencies.
- 3 Comply with the rules of each country or locality concerning the hiring of government employees as consultants or as employees of the Group. The employment in question must be transparent and appropriate.
- 4 Avoid transactions with government officials or their family members while such officials influence decisions concerning contracts the Group has with the government.
- 5 Development of acquaintance or positive relationship between the public sector and the Group is permissible where practicable such as engagement in discussions at public facilities and expression of congratulations on occasions, at festivities, or as traditionally practiced.

13.7 Treatment of Employees

Policy

Develop the organization into one of a learning organization. Fostering a culture and an ambiance of teamwork. Pay fair compensation, ensure a safe working environment, recognize the significance of development and knowledge transfer, listen to opinions and suggestions of employees at all levels in an equitable manner, and foster and enhance cultural organization with the awareness that all employees are a crucial factor of the sustainable success, advancement, and growth of the Group.



Good Practices

- 1 Comply with the laws and regulations concerning employees and basic human rights of international standards without discrimination regardless of birthplace, nationality, gender, age, skin color, religion, disability, social status, family background, academy, or another status which is not directly related to the discharge of duties. Recognize their individuality and dignity as human beings.
- 2 Manage human resources in accordance with and in support of business strategies and goals. Implement clear, transparent, and fair human resource management systems and procedures of the same caliber as leading businesses and in the same direction across the Group.
- 3 All supervisors have the duty of managing human resources within the department in accordance with the human resource management systems and direction of the Group. They must avoid any action which is unfair and may affect the career security of the employees.

- 4 Human resource development is a matter of the organization, the supervisors, and all employees as follows:
- The organization will nominate and develop good and competent individuals who work professionally and whose knowledge and capability contribute to the efficient and consistent discharge of duties.
 - The supervisors monitor, evaluate, feedback, and support the equitable development of all employees.
 - Employees have an equal opportunity of improving their skills and capability.
- 5 Provide fair compensation to the employees. Career advancement and other incentives are dependent upon the quality and the success of the work, as well as their attitude and potential.
- 6 Appointment and transfer of employees, as well as awards and penalties, are equitable, honest, and on the basis of knowledge, capability, and suitability, as well as the action or the practice of the employees in question.
- 7 Encourage the establishment of clubs for employees within the Group. The objective of which is to promote relationships and exchange of knowledge among employees and for the arrangement of relationship-building activities within the organization and with any outside communities.
- 8 Promote quality of work-life with safety and good occupational hygiene. Ensure that the workplace is free of addictive drugs and alcohol.
- 9 Ensure that the working environment is safe to the life and the property of the employees at all times, as well as that it is free of illegal gambling.
- 10 Listen to the opinions and suggestions of employees of all levels in an equitable manner. There must be a channel through which the employees can report a possible violation of working regulations, requirements, orders, announcements, or the laws.

13.8 Treatment of Communities, Society, and Environment

Policy

Conduct the business on the basis of responsibility to communities, society, and environment, in terms of safety, quality of life, and preservation of natural resources. Promote the efficient use of energy, recognize the significance of the quality of life of communities surrounding the plants and enhance society at the national level. A proportion of the profit shall be allocated to help build communities and society. The conduct of business should take into account the impact on the environment from the stage of plants construction and the selection of production technology to the handling of waste, as well as the research and development of innovations to increase energy usage efficiency.

Good Practices

- 1 Consider alternative exploitation of natural resources with no or minimal impact on the society, environment, and quality of life of people.
- 2 Allocate a proportion of the profit for regular activities which contribute to society and the environment.
- 3 Constantly and seriously instill the awareness of responsibility to society and the environment in all levels of employees.
- 4 Value transactions with business partners who share the same desires as the Group where responsibility to communities, society, and the environment are concerned.
- 5 Lead in the efficient use and the conservation of energy for the benefit of the public and future generations.

- 6 Community and social activities are a duty and a key policy. Focus on the sustainable development of communities, society, and the environment, with the determination to create and conserve natural resources. Support the education of the young children and public service activities for underprivileged communities in order that they may gain strength and self-reliance.
- 7 Listen to the opinions and the demands of communities in order to efficiently respond and develop good Corporate Governance measures.
- 8 Provide benefits to society at all levels both in the short and long term.
- 9 Participate in and support activities that correspond with preventive and creative society and country development policy.
- 10 Promote learning and educational skills development of young children and members of the general public. Create awareness of natural resources and environmental conservation in the communities and society.
- 11 Provide correct information, create understanding and listen to the problems and the effects which may occur to the surrounding communities in order to implement timely corrective measures. This is a foundation of mutually benefiting coexistence between the plants and the communities.
- 12 Support public service activities, particularly those in the localities in which the Group has business. This must take into consideration the appropriateness and the sustainable benefits to communities and society.

13.9 Recognition of the Significance of Quality, Security, Safety, Occupational Health, Environment, and Continuity of Business

Policy

Recognize the significance of managing quality, security, safety, occupational hygiene, environment, and business continuity with consistent standards. Establish and review quality, security, safety, occupational hygiene, the environment, and business continuity policy, as well as good practices for sustainable development.

Good Practices

- 1 All employees must operate on the basis of quality, security, safety, occupational hygiene, environment, business continuity system in order to increase efficiency and value to the operation, the life, the body, the property, and the environment.
- 2 Executives, employees, supplementary staff, and employees of contractors must strictly observe the laws, policies, requirements, and standards concerning quality, security, safety, occupational hygiene, environment, and business continuity.
- 3 The Group will use all measures to control and prevent any loss from accidents, fire, injury, occupational illness, loss or damage of property, violation of security systems, incorrect work practices and mistakes, as well as preserve a working environment which is safe for employees, supplementary staff, as well as staff members of suppliers. Executives and employees are required to report accidents or incidents in accordance with the established procedures.

- 4 The Group will arrange for emergency control and prevention plans for all operational areas, as well as emergency and crisis management plans for the organization in preparation for possible emergencies such as fire, spilling, or leakage of oil, natural gas, chemical substances, or wastes. Prepare for other crises which may result in disturbance to the conduct of business or in damages to the reputation and the image of the organization.
- 5 The Group will communicate and create an understanding with employees, supplementary staff, and employees of the contractors, as well as stakeholders in order that they may acknowledge and understand policies, regulations, practices, and precautions concerning quality, security, safety, occupational hygiene and environment; and that they may observe them correctly without causing any hazard to health, property and the environment.
- 6 The Group will promote an awareness of quality, safety, occupational hygiene, and environment as a daily routine of the employees.
- 7 The Group will be seriously and consistently involved in social responsibility in terms of quality, safety, occupational hygiene, and environment. The use of natural resources must result in the greatest benefit with awareness of the significance of the environment and the safety of stakeholders. Further, promote social activities which promote environmental preservation and quality of life development for the people in the communities in accordance with the sustainable development principle.
- 8 Appoint relevant departments to consistently monitor and evaluate security conditions in accordance with threat warning levels.

- 9 Develop a security management system that is consistent with the laws and international standards with regular evaluation and review.
- 10 Arrange for regular tests and emergency drills and improve upon those.
- 11 Provide appropriate and sufficient resources for security management operation.

14 Promotion of Fair Competition

Policy



The Group has determined to conduct business in line with Antitrust Law or Competition Law while supporting both fair and free trade with no favoritism or unfairness. Adherence to and compliance with Antitrust Law or Competition laws, in Thailand and in whichever country, is regarded as a key business principle of GGC. This includes adherence to the law, rules, and any relevant regulations regarding such law. Therefore, the Group must operate its business with due care and in line with any established guideline of the Company.

Good Policies

- 1 “An enterprise that holds a dominant market position”, as defined by the law of each country, must refrain from any action that may be considered an abuse of the dominant position.
- 2 Before proceeding with any merger control that may create a monopoly competition such as monopolistic mergers, assets acquisitions, stock acquisitions, takeovers, cross investments, joint ventures, and interlocking directorate, the Company must have a team of legal consultants or experts of Competition Law to examine all relevant legal procedures.
- 3 Do not enter into any business agreement that could monopolize or reduce or limit the business competition (Hardcore cartel or Non-Hardcore Cartel).
- 4 Unfair trade practices are prohibited even if the Company does not hold a dominant market position.
- 5 Do not enter into any agreement with another operator, whether domestic or international, that could limit competition and have a major impact on the economy and consumers.

15 Prevention of Money Laundering and Terrorist Financing

Policy

The Group has determined to always prevent itself from falling into any cycle of money laundering or the financing of terrorism. This is achieved by establishing a set of clear policies and guidelines for the Group to follow when conducting business. GGC Group places great importance on the stringent monitoring and reporting to responsible authorities any sign of misconduct or unlawful acts, and at the same time, accurate accounts and records of all transactions, financial facts, and assets, are to be professionally and properly maintained as stipulated by applicable national and international laws.



Good Practices

- 1 Before engaging in business, executives and employees are to be reminded to obtain fundamental facts regarding the customers or trading partners they are dealing with. Such facts include basic business information like people who are directors and the person with authorized signatories; major shareholders directly holding at least thirty percent of shares, or any other percentage as stipulated in relevant laws, rules, and regulations; their business objectives, as well as business relationships with the Group. Such information can be obtained simply by checking with readily available government documents or those issued by trustworthy independent organizations. Following these guidelines is an easy yet efficient way to prevent the Group from being used as an intermediary in money laundering or terrorism financing.
- 2 Fully co-operate with relevant agencies in complying with regulatory national and international measures to prevent and suppress money laundering and combat terrorism financing.
- 3 Refrain from any activity aimed at concealing or covering up any unlawful conditions in order to make them appear legal. Such conditions include the acquisition of any location, distribution right, transfer right, or any other rights which involve illegal activities according to the Anti-Money Laundering and Combating the Financing of Terrorism (AML/CFT). Also, any behavior that supports the aforementioned acts must be avoided.
- 4 Caution must be taken when completing a transaction with any person or juristic person suspected of violating the laws on money laundering and terrorism financing. Such violations are, for example, offenses relating to drugs and sexuality (such as trafficking in women and children and female prostitution); public fraud; embezzlement and business fraud in financial institutions; malfeasance; any act of extortion, blackmail, or any similar illegal wrongdoing; customs evasion according to customs law; terrorism offenses according to the Criminal Code; gambling offenses, only when charged for hosting or facilitating gambling activities; election fraud; and, human trafficking.

- 5 Verify the customer's account information directly with the financial institution to ensure that the customer is in fact the beneficial owner of the account without the use of fake names, aliases, or falsified documents to conceal relations to terrorist groups, drug trafficking, or any other illegal activities. There should be a customer screening process that uses fundamental information, such as a country group of origin, international measures, and main sources of income, to rank customers according to their level of risk. There should also be a process to review and update a list of customers for the benefit of business planning.

16 Guideline for the Compensation of Stakeholders affected by Violation of Rights



The Group maintains guidelines for the protection of the rights of stakeholders who are affected by the violation of their rights by the conduct of the business of the Group. Compensation of an amount not lower than that required by the laws will be considered.



Investors Relations Code of Conduct

Good Practices



1. Perform duties with integrity and in a professional manner.
2. Disclose sufficient information by considering stakeholders' benefits, rights, and fair treatment.
3. Ensure that relevant stakeholders can access and inquire for necessary information.
4. Confidential information must be maintained, and any inside information for personal benefits and those of relevant parties are strictly prohibited.
5. Conduct regular updates to refresh wider knowledge, rules and regulations to enhance IR officer' effectiveness.

6. IR officers should not disclose any information involving the Company's near future performance to outsiders at least 14 calendar day prior to the next financial statement submission to the Stock Exchange of Thailand.

7. Directors, Management and officers of Investor Relations Division are prohibited to trade the Company's stock during the period 30 calendar days in advance prior to the Company's disclosure of news on its financial statements to the Stock Exchange of Thailand (SET) and at least 24 hours after the disclosure of such news (for Quarterly closing) and during the period 45 calendar days in advance prior to the Company's disclosure of news on its financial statements to SET and at least 24 hours after the disclosure of such news (for Year-end closing).



Supplier Code of Conduct

Good Practices

1. Human Rights and Labor

- 1.2 Suppliers should respect the human rights of their employees and treat them fairly, as well as adhere to international principles and all applicable laws.
- 1.3 Suppliers must not use forced or involuntary labor.
- 1.4 Suppliers must not use child labor and they should act in accordance with applicable child labor laws.
- 1.5 Suppliers must not discriminate in any condition of employment, such as on the basis of race, skin color, gender, religion, age, disability, etc.

2. Environment, Health, and Safety

- 2.3 Suppliers should commit to sustainability through the efficient use of resources.
- 2.4 Suppliers must strictly conform to all applicable environmental laws, which include safety, occupational health, and environmental laws.
- 2.5 Suppliers must make certain that they have safe and proper management of waste, air emissions, and wastewater discharges systems in their production procedure. Moreover, the systems must go through a regular assessment.
- 2.6 Suppliers must provide a healthy and safe workplace, including the furnishing of adequate and appropriate personal protective equipment for their employees.

3. Ethics and Legal Requirements

- 3.4 Suppliers must conduct their businesses ethically and strictly in compliance with the relevant laws.
- 3.5 Suppliers must not engage in any form of bribery, or all forms of corruption.
- 3.6 Suppliers must operate their business within fair competition guidelines.
- 3.7 Suppliers must keep accurate business and financial records of all transactions related to their's business with the Company and be ready to provide such documentation upon request.
- 3.8 Suppliers must protect the Company's confidential information.

- ✓ Human Rights
- ✓ Safety
- ✓ Ethics



In the event that a supplier violates any provision of the Supplier Code of Conduct, the Company may issue a warning letter and halt or cancel further transactions with the said supplier. In this case, the supplier is not entitled to any compensation from the Company.



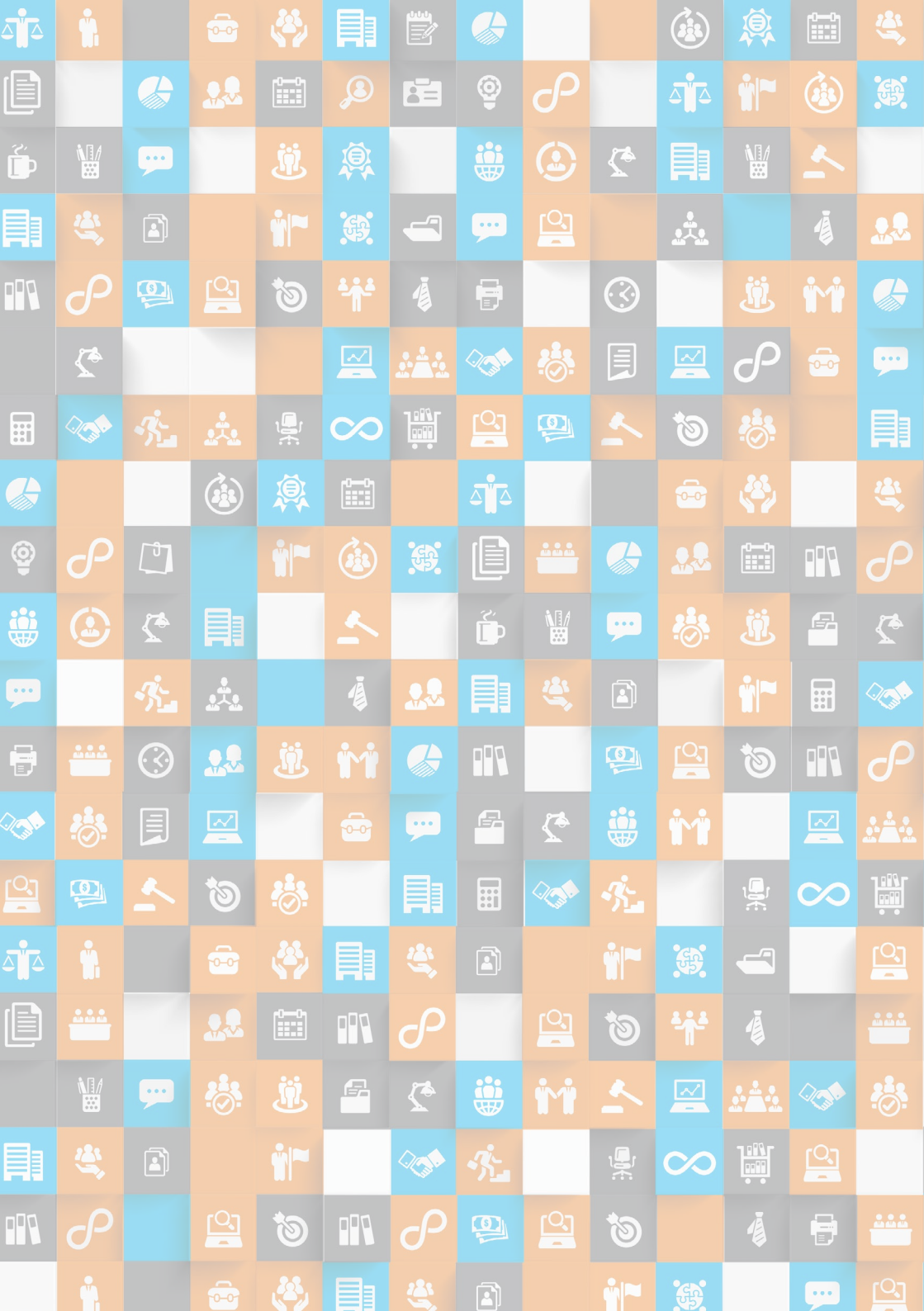
Acceptance of Grievance Concerning Business Code of Conduct

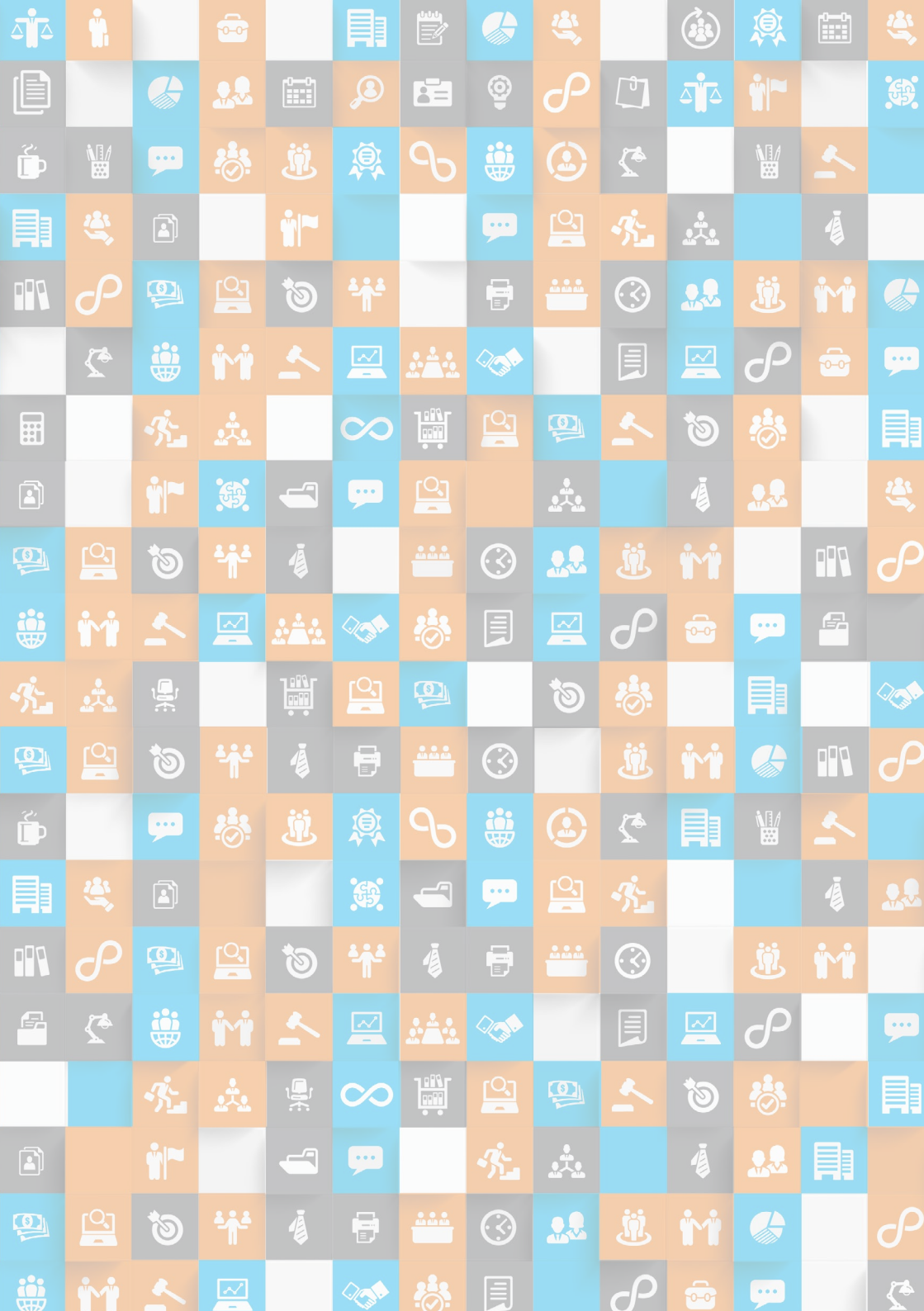


Global Green Chemicals Public Company Limited and its subsidiaries expected all employees to help monitor operational efficiency pursuant to applicable laws, rules, regulations, which are in accordance with the Corporate Governance and the Business Code of Conduct. An action that is in violation or possible violation of the principles should be honestly reported to the immediate supervisor and further up the chain in order of superiority. Employees may seek consultation from the Internal Audit Department or the Corporate Affairs and Corporate Secretary Department. Any information received will be treated in strict confidence.

In addition, employees of the Group may submit grievances concerning inappropriate behaviors or against the Business Code of Conduct of the GGC group, together with supporting documents evidencing such act to the channels provided and per specified procedures for further review.

All grievances with evidence will be treated equitably, transparently, and attentively. Justice will be afforded for all parties concerned. The duration of the investigation will be appropriately determined. All grievances as well as personal details of the party submitting them, and relevant witnesses will remain confidential. These individuals will also be granted protection so that they will not be targeted for attack during and after the investigation.







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