



Human Rights Due Diligence Disclosure Report (2021/2022)



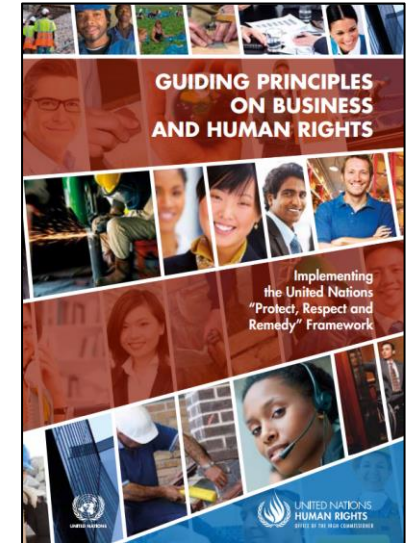
GGC Human Rights Due Diligence Process



Global Green Chemicals Public Company Limited (GGC) is aware that to respect and comply with Human Rights principles and regulations is essential as a means of ensuring the success and sustainability of its operations, including the provision of protective measures and avoidance of Human Rights violation of our employees, business relations (joint ventures), business partners (supplier, contractors, and customers) and local communities under Thai domestic laws and international laws.

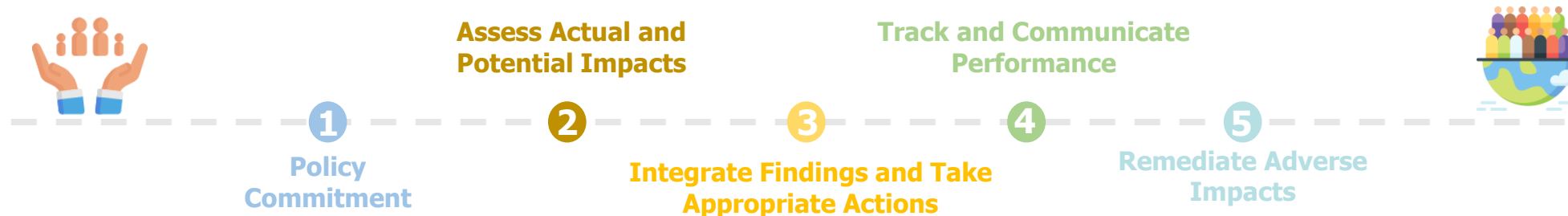
GGC conducted a Human Rights Due Diligence (HRDD) in accordance with international standards, including The UN Guiding Principles (UNGPs) on Business and Human Rights. The Company will continuously revisit the HRDD process annually.

The aim of the HRDD process is to identify and evaluate current and future human rights issues across the entire value chain, including own operations, joint ventures, and suppliers/contractors in order to minimize the risks that will be occurred by implementing mitigation measures to address and manage human rights violations as appropriate.

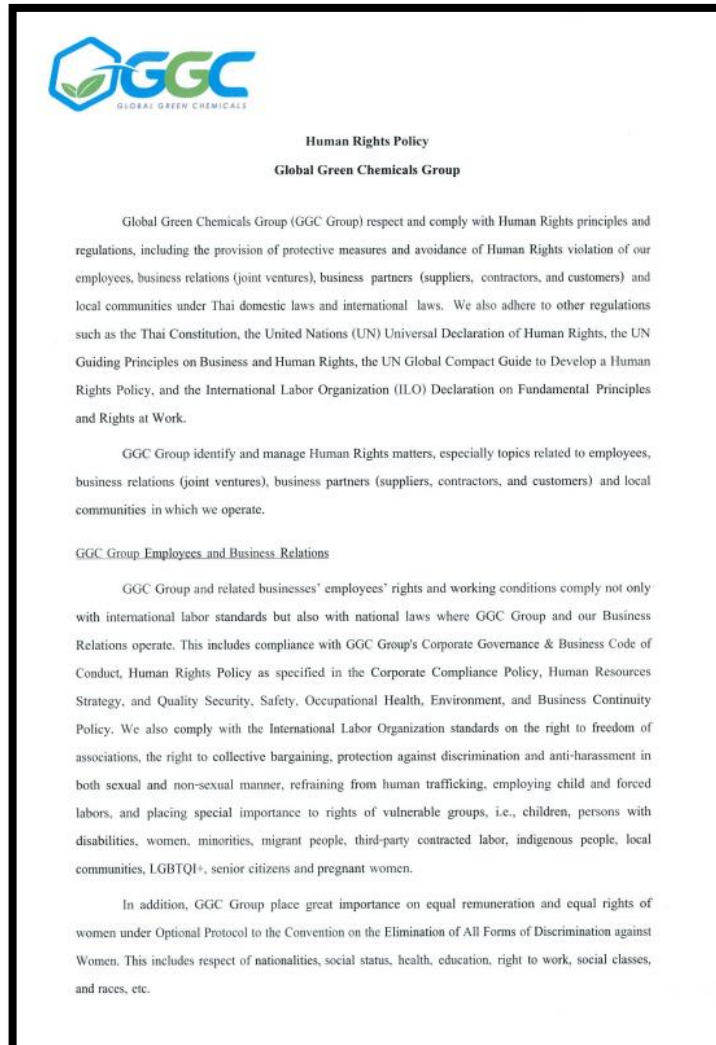


Reference: The UN Guiding Principles on business and Human Rights (UNGPs)

The Human Rights Due Diligence (HRDD) process is as shown below:



Human Rights Policy and Commitment



GGC respect and comply with Human Rights principles and regulations to protect and avoid human rights violations of our employees, business relations (joint ventures), business partners (suppliers, contractors, and customers) and local communications under Thai domestic laws and international laws.

GGC adheres to regulations such as the Thai Constitution, the United Nations (UN) Universal declaration of Human Rights (UDHR), the UN Guiding Principles on Business and Human Rights (UNGPs), the UN Global Compact Guide to Develop a Human Rights Policy (UNGC), and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at work.

GGC expects all executives, employees, business relations which cover joint ventures, and business partners, including suppliers, contractors and customers to respect and support Human rights principles and to address any Human rights violations from its operations to the local communities, vulnerable groups and other stakeholders.

The policy covers human rights commitments to prohibit:

- Human trafficking
- Employing child and forced labors
- Any form of harassment or discrimination

The policy covers human rights commitments to respect:

- Equal remuneration
- Equal rights of women
- The right to freedom of association
- The right to collective bargaining

Other rights as outlined in the policy.

Human Rights Risk Assessment

GGC conducted a Human Rights Risk Assessment (HRRRA) as part of the Human Rights Due Diligence (HRDD) in order to determine human rights issues that are relevant to the Company's own operations and value chain activities.

GGC Group will periodically review and evaluate the HRRRA process every 3 years. The HRRRA included the whole value chain (100%) and all of GGC's own operations, subsidiaries, and joint ventures. The risk identification process will also encompass new business relationships (such as mergers and acquisitions).

The HRRRA process aims to identify, mitigate, prevent and remediate human rights risks and issues by reviewing existing measures and controls in GGC's own operations, associated business activities, and in all stages of the value chain.

The risk assessment process is outlined, as follows:



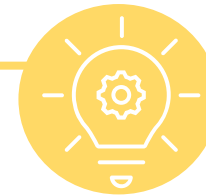
1. IDENTIFY ISSUE

GGC's human rights issues were identified in relation to its associated business activities and throughout the entire value chain. The human rights issues were assessed on risks and impacts related to groups at-risks, which are affected rights holders and vulnerable groups, that may be impacted by the Company's own operations. This is accomplished through desktop research, including peer benchmarking and analysis of global trends in human rights, including COVID-19 implications. The affected rights holders assessed were: employee, supplier/contractor, community and customer. The vulnerable groups include women, pregnant women, children, persons with disabilities, minorities, migrant people, third-party contracted labor, indigenous people, local communities, LGBTQI+, and senior citizens. Moreover, GGC also conducted risk identification in joint ventures and in tier-1 suppliers and contractors as well as in new mergers, acquisitions and other business relationships.



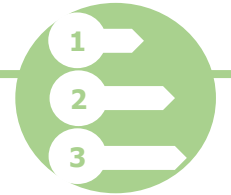
2. ASSESS INHERENT RISK

Assess and rank inherent risks, which are risks any existing controls and mitigation measures.



3. ASSESS RESIDUAL RISK

Assess and rank residual risks, which are risks that take into consideration the existing controls and mitigation measures that the Company has implemented.



4. PRIORITIZE RISK

Prioritize human rights salient issues, referring to identified human rights issues with "high" and "extreme" residual risk, and consider actions to address and reduce the risk level in the future.

Scope of Assessment



The scope of GGC’s Human rights risk assessment covers own operations, subsidiaries and joint ventures with management control, as well as throughout the value chain.


GGC also conducted human rights risk assessment for joint ventures with stakes above 10%, in which GGC do not have management control.

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GGC’s Operational Sites

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Methyl Ester (ME) Plant 1




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Methyl Ester (ME) Plant 2

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Head Office




☐


Rayong Office

Total Number of Sites: 4

Associated Activities	Sourcing	
	Production	Methyl Ester
		Fatty Alcohol
		Refined Glycerine
	Product Delivery	
	Customer Management	
	Business Support	



GGC KTIS Bioindustrial Company Limited



Thai Ethoxylate Company Limited (TEX)

Total Number of Joint Ventures: 2

Remark: GGC Group include:
1) Global Green Chemicals Public Company Limited;
2) Thai GGC Biochemicals Company Limited

Scope of Assessment: Human Rights Issues



Employee Practices

- Working Condition
- Health and Safety
- Discrimination and Harassment (including equal remuneration)
- Freedom of Association and the Right to Collective Bargaining
- Illegal of Forms of Labors (e.g. Forced Labor, Human Trafficking, Child Labor)
- Data Privacy



Community Practices

- Health and Safety
- Standard of Living



Customer Practices

- Health and Safety
- Discrimination (in bidding process)
- Data Privacy



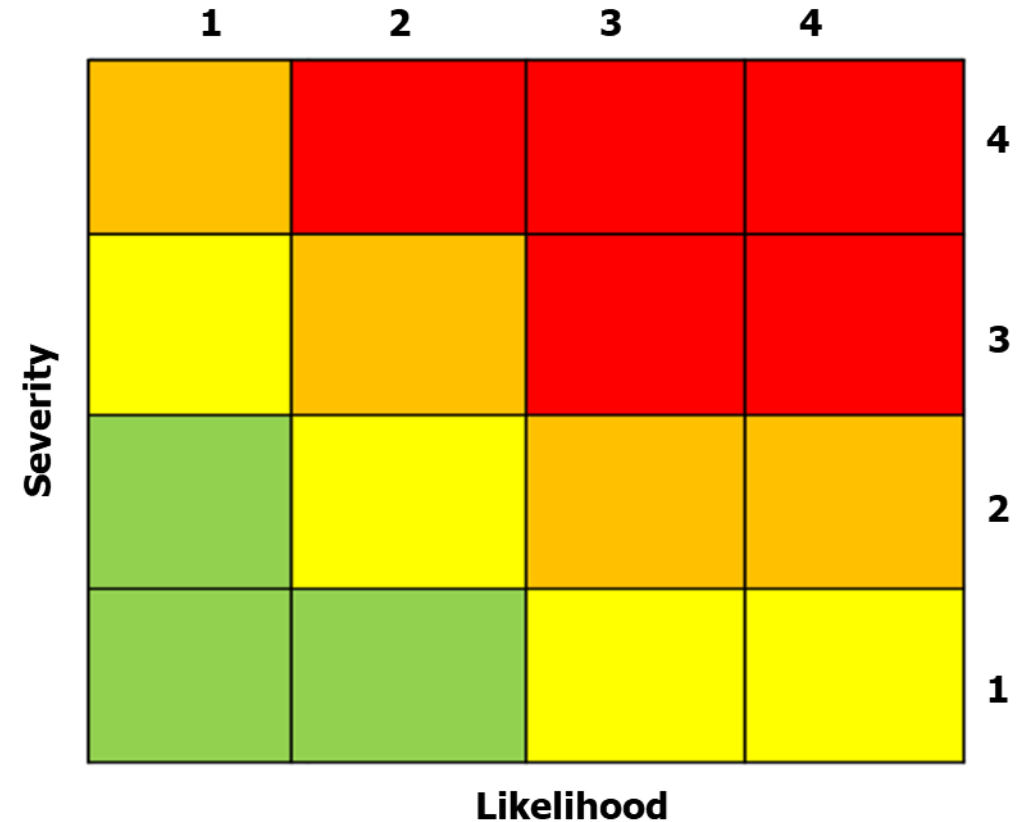
Supplier/Contractor Practices

- Working Condition
- Health and Safety
- Discrimination and Harassment in GGC's operational area
- Discrimination (in procurement process)
- Data Privacy

All Rights Holders:
Security Forces/ Security Personnel Management

Human Rights Risk Matrix

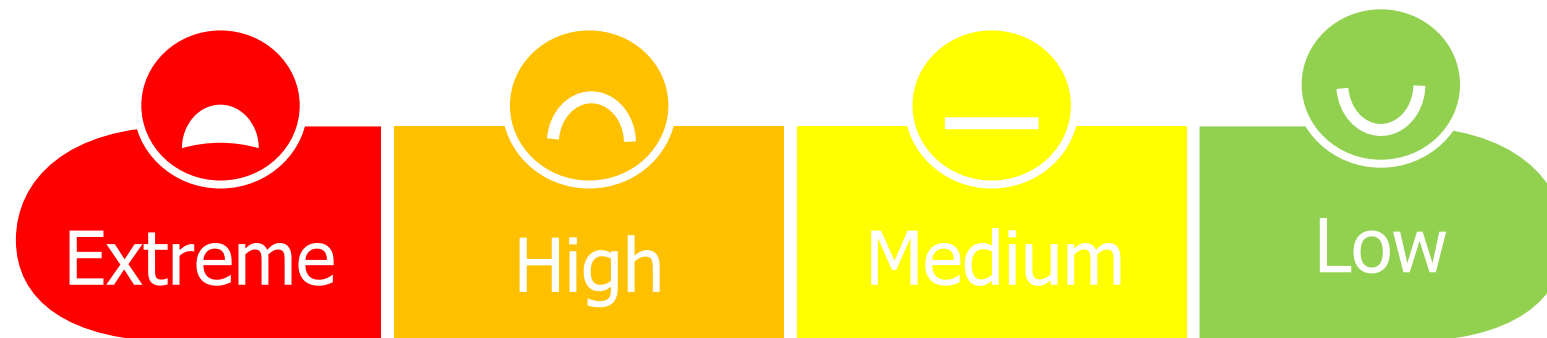
- The risk matrix will be implemented to evaluate the human rights risks, as shown. The matrix is designed to assess the importance of the human rights risks in two dimensions:
 - Severity (Y-Axis)
 - Likelihood (X-Axis)
- The severity dimension included: scale, scope and remediability of each risk.
- Salient Issues are issues with risk ranking at **High** and **Extreme** risk level.
- Salient human rights issues are issues that GGC will prioritize and manage first in order to mitigate and address its risks and impacts.



Integrating Findings and Taking Actions

GGC intends to embed the Human rights policy in all relevant functions of operations by integrating and envisioning human rights principles in GGC's policies and related managing frameworks. All GGC's functions are obliged to strictly comply with principles, especially through interaction with business relations (joint ventures), business partners (suppliers, contractors, and customers) as well as local communities.

Furthermore, the findings and results from the HRDD and HRRRA process were used to review and improve GGC's current mitigation measures in order to ensure the effectiveness of the measures with regards to human rights risks, and salient issues, identified through the risk assessment. Nonetheless, additional measures will also be considered and implemented, as step in development to reduce the risk level in the future.



GGC Human Rights Salient Issues (2021/2022)

Own Operations



100% of GGC's operational sites (total of 4 sites) were assessed on human rights risks



50% of GGC's operational sites (2 out of 4 sites), where risks have been identified.

The risks identified were:

- Employee Working Condition
- Employee Health and Safety
- Community Health and Safety
- Community Standard of Living



100% of GGC's operational sites (2 out of 2 sites), where risks have been identified, have mitigation actions taken and remediation process implementation.

Nevertheless, GGC has mitigation measures and keeps monitoring risk for all human rights issues that may occur to prevent human rights violation to all operational sites

Mitigation Actions for Salient Issue: Employee Working Condition & Health and Safety



Site(s) with salient issue:

- Methyl Ester Plant 1 (ME1)
- Methyl Ester Plant 2 (ME2)

Description of Potential Human Rights Risk(s):

- Improper working environment due to insufficient lighting in working area which can lead to operational accidents (e.g. stumbling over, hitting) and reduce efficiency of monitoring and checking machines.

Affected Rights Holders & Vulnerable Groups:

- Employee working in GGC Group's operational sites
 - Men, Women, LGBTQI+

Existing and Additional measures to address salient issue

- The Quality, Security, Safety, Occupational Health, Environment and Business continuity (QSHEB) Policy
- Grievance mechanism
- Whistleblowing channel
- Employee handbook
- Occupational Health and Safety Management System with certification from TIS 18001 and OHSAS 18001
- Process safety management (PSM)
- Occupational Health, Safety and Environment Committee
- Personal safety risk prevention project
- GRC Health Check Questionnaire
- Field Risk Assessment
- Safety Walk and Observation
- Operational Discipline Training
- Operational Excellence Management System (OEMS)
- Field Risk assessment (FRA)
- B-CAREs Project (embed safety culture)
- Health and accident insurance
- Annual lighting measurements by third parties
- Comply with the Industrial Estate Authority of Thailand



Relevant human rights based on the principles from International Bill of Rights which consist of the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR)

25. Right to enjoy just and favorable conditions of work (UDHR 23 and 24, ICESCR 7)

28. Right to health (UDHR 25, ICESCR 12)

Mitigation Actions for Salient Issue:

Community Health and Safety & Standard of Living



Site(s) with salient issue:

- Methyl Ester Plant 1 (ME1)
- Methyl Ester Plant 2 (ME2)

Description of Potential Human Rights Risk(s):

- The surrounding communities were concerned about the chemicals from transportation vehicles will be leaked/ spilled onto the road.

Affected Rights Holders & Vulnerable Groups:


- Local Communities
 - Men, Women/Pregnant women, LGBTQI+, People with disability, Migrant People, Children, Senior citizen

Relevant human rights based on the principles from International Bill of Rights which consist of the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR)

27. Right to an adequate standard of living (UDHR 25, ICESCR 11 and 24)

28. Right to health (UDHR 25, ICESCR 12)

Existing and Additional measures to address salient issue

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- The Quality, Security, Safety, Occupational Health, Environment and Business continuity (QSHEB) Policy
 - Environmental Management System Certification ISO 14001
 - Occupational Health and Safety Management System with certification from TIS 18001 and OHSAS 18001
 - Occupational Health, Safety and Environment Committee
 - Policy on Responsibility to Stakeholders
 - Grievance mechanism
 - Whistleblowing channel
 - Community and Environment Management Procedures
 - Certification of corporate social responsibility and department of industrial works (CSR-DIW)
 - Community Satisfaction Surveys
 - Logistics and Warehouse Management
 - Defined scope of responsibilities, condition and regulations in contracts with transportation service partners
 - Provide training to partners on how to drive safely
 - Social Responsibility Procedures
 - Transportation Procedure
 - Environmental Insurance
 - Drug and alcohol testing for drivers
 - Employment contracts related to the transportation of goods
 - GPS installation in transport trucks and reporting of driving speed
 - Random monitoring of waste transportation trucks to check if there is a spill or secretly dispose of the waste in a non-disposal area
 - Comply with the announcement of Police Station about routes where transport vehicles are prohibited from entering the community
 - Comply with traffic control announcements from industrial estate

GGC Human Rights Salient Issues (2021/2022): Joint Ventures (without management control)



100% of GGC's Joint Ventures were assessed on human rights risks



0% of GGC's Joint Ventures, where risks have been identified



0% of GGC's Joint Ventures, where risks have been identified, have mitigation actions taken and remediation process implemented.

Nevertheless, GGC has implemented mitigation measures, including JV governance process, to ensure no risks occur in the future

Tracking and Communication



Whistleblower Procedure

GGC continually monitor, verify and evaluate risks and impacts to human rights. The Company define guidelines and measures to appropriately manage risks by assigning all functions to govern and manage risks under their responsibilities

GGC promotes two-way communication channel to encourage knowledge, understanding, and to conduct business with respect to human rights. This includes provision of open channels for employees and stakeholders/ rights holders to raise their concerns, identify problems, and complaints through the Whistleblower system in case of incidents or misconduct or violations of human rights. The Company have put in place proper solutions to manage problems and remediation actions for affected people.

Whistleblower Channels



GGC's Whistleblower Form

- <https://www.ggcplc.com/en/corporate-governance/whistleblowing>



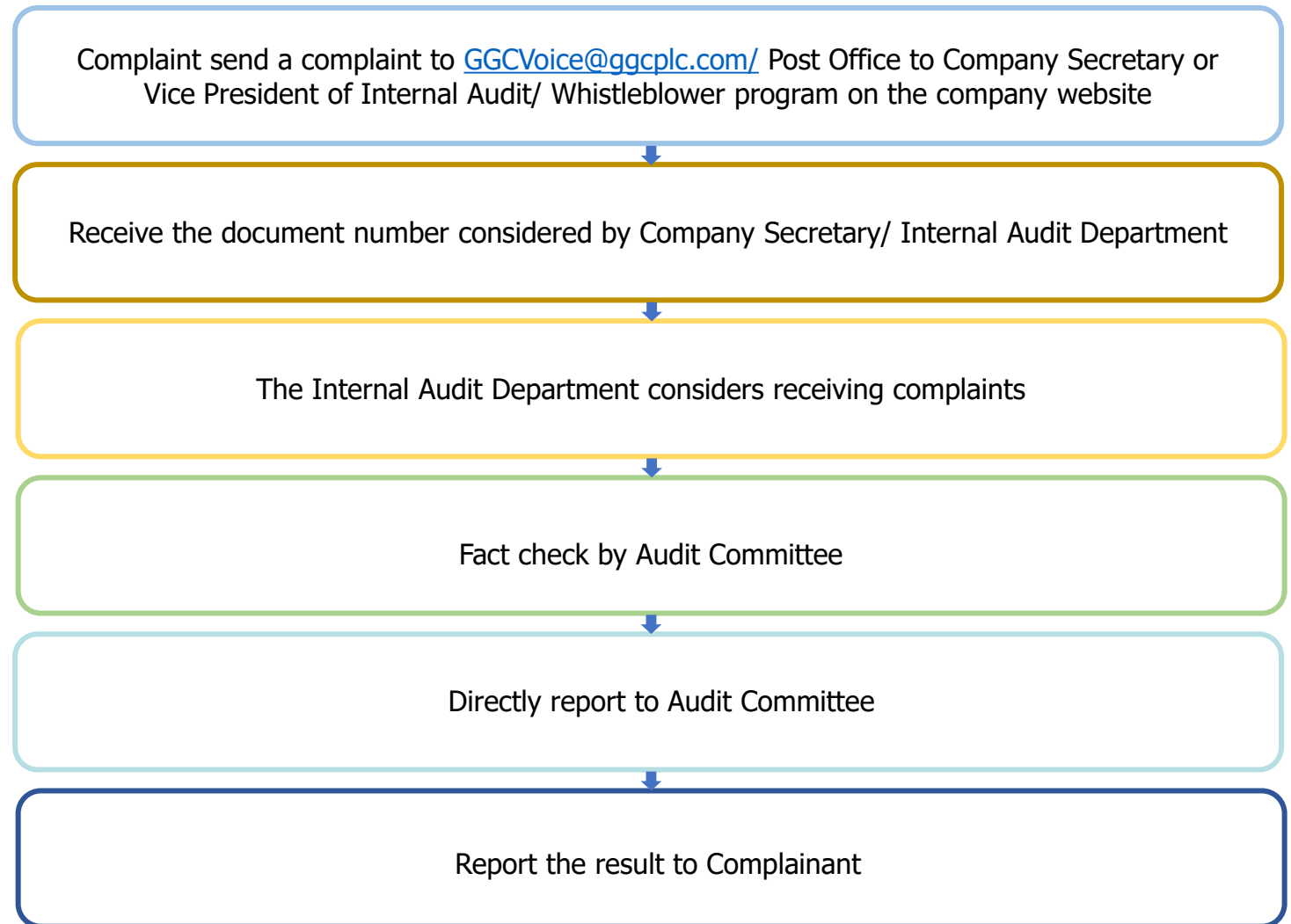
Company Secretary or Vice President, Department of Internal Audit

- 555/1 Energy Complex Building A, 4th Floor, Vibhavadi-Rangsit Road, Chatuchak, Chatuchak, Bangkok 10900 Thailand



Email:

- GGCVoice@ggcplc.com



Remediation

GGC is committed to continuously review and monitor its human rights management and practices to ensure that proper measures and remediation actions have been implemented to address human rights issues in the Company's own operations and throughout the value chain, for all affected rights holders and vulnerable groups.

If GGC Group's business and value chain activities have caused human rights violation to affected right holders, the Company will take immediate steps to remediate and take responsible for the impacts. The remediation actions may involve compensations or other forms of remedy such as apologies, restitution, rehabilitation, financial or non-financial compensation, and punitive sanctions (e.g. fines), as well as the prevention of harm through, for example, injunctions or guarantees of non-repetition.

In 2021/2022, as there were no human rights violation case caused or contributed by GGC, no remediation action taken.

