



## **Human Rights Policy**

### **Global Green Chemicals Group**

Global Green Chemicals Group (GGC Group) respect and comply with Human Rights principles and regulations, including the provision of protective measures and avoidance of Human Rights violation of our employees, business relations (joint ventures), business partners (suppliers, contractors, and customers) and local communities under Thai domestic laws and international laws. We also adhere to other regulations such as the Thai Constitution, the United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact Guide to Develop a Human Rights Policy, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

GGC Group identify and manage Human Rights matters, especially topics related to employees, business relations (joint ventures), business partners (suppliers, contractors, and customers) and local communities in which we operate.

#### GGC Group Employees and Business Relations

GGC Group and related businesses' employees' rights and working conditions comply not only with international labor standards but also with national laws where GGC Group and our Business Relations operate. This includes compliance with GGC Group's Corporate Governance & Business Code of Conduct, Human Rights Policy as specified in the Corporate Compliance Policy, Human Resources Strategy, and Quality Security, Safety, Occupational Health, Environment, and Business Continuity Policy. We also comply with the International Labor Organization standards on the right to freedom of associations, the right to collective bargaining, protection against discrimination and anti-harassment in both sexual and non-sexual manner, refraining from human trafficking, employing child and forced labors, and placing special importance to rights of vulnerable groups, i.e., children, persons with disabilities, women, minorities, migrant people, third-party contracted labor, indigenous people, local communities, LGBTQI+, senior citizens and pregnant women.

In addition, GGC Group place great importance on equal remuneration and equal rights of women under Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women. This includes respect of nationalities, social status, health, education, right to work, social classes, and races, etc.

GGC Group are intent on maintaining fair working conditions and serving as a business role model in Human Rights. This includes providing opportunities to employees to express their opinions on any issues, especially issues in Human Rights.

GGC group will not tolerate any form of harassment or discrimination that violates our employees and business relations as well as business partners and local communities.

#### Business Partners

Our business partners include suppliers, contractors, customers, as well as other organizations that have established contractual relationships with GGC Group's operation

GGC Group expect suppliers and contractors to respect Human Rights and operate their business in compliance with the Supplier Code of Conduct. In addition, GGC Group urges suppliers and contractors to express their commitment in the identification, prevention, mitigation, and taking responsibility for their company's collateral impacts on Human Rights. In case of Human Rights violations, GGC Group expects suppliers and contractors to implement mitigation measures to rectify and manage Human Rights violations as appropriate.

GGC Group collaborate with customers and in so doing provide channels for customers to give feedbacks and recommendations on any related issues as well as Human Rights.

#### Local Communities

GGC Group commit to being a good neighbor and trustworthy partner with local communities. We support communities' rights in restoring and maintaining traditions and local wisdom through implementation of communities' development projects and improvement of quality of living in local communities. This includes provision of channels for local communities to give feedbacks regarding our operation.

GGC Group intend to embed our Human Rights Policy in all relevant functions of operations by integrating and envisioning Human Rights principles in the GGC Group policy and related managing frameworks. All GGC Group'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.

GGC Group expect all executives, employees, business relations which cover joint ventures, and business partners, including suppliers, contractors, and customers to consistently 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.

GGC Group continually monitor, verify, and evaluate risks and impacts to Human Rights. We define guidelines and measures to appropriately manage risks by assigning all Functions to govern and manage risks under their responsibilities.

GGC Group promote a 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 to raise their concerns, identify problems, and complaints through the Whistleblower system in case of incidents or misconduct or violations of Human Rights. GGC group have in place proper solutions to manage problems and remediation actions for affected people.

Announce on 2 November 2021

A handwritten signature in blue ink, appearing to read 'P. Samutthanant', is written over the printed name.

(Mr. Piroj Samutthanant)

Managing Director