



Supplier Code of Conduct
Global Green Chemicals Public Company Limited

Table of Content

Introduction	2
Supplier Code of Conduct of Global Green Chemicals Public Company Limited	
1. Business Ethics	3
<ul style="list-style-type: none">• Fair Competition and Anti-Monopoly Practices• Anti-Money Laundering and Counter-Terrorism Financing• Anti-Corruption• Avoidance of Conflicts of Interest	
2. Labor and Human Rights	4
<ul style="list-style-type: none">• Non-Discrimination• Protection of Child Labor, Women, and Migrant Workers• Prohibition of Forced Labor• Fair Wages, Benefits, and Working Hours• Oversight of Human Rights Practices• Freedom of Association and Collective Bargaining	
3. Safety, Occupational Health, Environment, and Quality	5
<ul style="list-style-type: none">• Occupational Health, Safety, and Working Environment• Environmental Responsibility and Climate Action• Product Safety and Responsibility	
4. Compliance with Laws, Regulations, and Applicable Standards	6
<ul style="list-style-type: none">• Confidentiality and Personal Data Protection• Compliance with Trade Sanctions and Related Laws	
5. Reporting Business Ethics Complaints	7

Introduction

Global Green Chemicals Public Company Limited (the “Company”) is committed to conducting its business with integrity and in accordance with high ethical standards. Guided by principles of good corporate governance, the Company emphasizes accountability, transparency, and responsibility to society, the environment, and all stakeholders. This commitment aims to ensure that the Company’s growth is sustainable and aligned with the well-being of the broader community.

This Supplier Code of Conduct consolidates best practices based on universally accepted ethical and moral standards. It also incorporates guidelines on occupational health and safety, environmental stewardship, and responsible business conduct, in line with the Company’s values and its dedication to ethical governance. These practices reflect the Company’s unwavering commitment to social and environmental responsibility, as well as its accountability to stakeholders.

The Company strongly encourages its “partners”—including suppliers of goods, raw materials, and services, as well as customers—to adopt and implement the principles outlined in this Code of Conduct. Partners who share the Company’s values and commitment to ethical practices are regarded as vital to building enduring business relationships. Accordingly, adherence to this Code will be a key consideration in the Company’s partner selection and evaluation process.

The Company firmly believes that upholding these standards will foster mutual growth, resilience, and long-term sustainability for both the Company and its partners.

- Mr. Kridsada Prasertsuko -

(Mr. Kridsada Prasertsuko)
Managing Director

Global Green Chemicals Public Company Limited



Supplier Code of Conduct of Global Green Chemicals Public Company Limited

1. Business Ethics

- **Fair Competition and Anti-Monopoly Practices**

The Company expects all partners to comply fully with applicable local and international laws, particularly those governing fair competition and anti-monopoly practices. Partners must conduct business in a manner that promotes open, fair, and non-discriminatory competition, without exploiting or taking undue advantage of others.

- **Anti-Money Laundering and Counter-Terrorism Financing**

The Company places strong emphasis on strict adherence to anti-money laundering (AML) laws and regulations, as well as laws prohibiting the financing of terrorism. Partners must not, under any circumstances, be directly or indirectly involved in activities related to money laundering or terrorism financing. Partners are expected to perform thorough due diligence on customers, counterparties, and financial transactions, and to implement robust internal control systems.

In cases of suspicious activity, partners must report to the relevant authorities as required by law. All financial records and asset documentation must be accurately maintained in compliance with applicable domestic and international regulations.

- **Anti-Corruption**

The Company recognizes the importance of, and expects its partners to conduct their operations in accordance with sound ethical principles and to comply with all applicable anti-corruption laws and regulations. This includes prohibitions against offering or accepting bribes, whether involving government officials or private sector personnel. Any actions that violate such laws or contravene the Company's code of conduct are strictly unacceptable.

Partners must neither engage in nor permit any acts of corruption, bribery, embezzlement, or any conduct that facilitates such behavior. They must also avoid direct or indirect involvement in any activities that violate the relevant laws and ethical standards.

- **Avoidance of Conflicts of Interest**

Partners must avoid any situation where personal or business interests may conflict with those of the Company. Should a potential or actual conflict of interest arise—whether involving the partner or any of its personnel—it must be disclosed to the Company without delay.

2. Labor and Human Rights

- **Non-Discrimination**

Partners must uphold the principles of human dignity, equality, and fairness. Discrimination against employees on the basis of physical or mental condition, race, nationality, religion, gender, age, education, or any other characteristic is strictly prohibited.

- **Protection of Child Labor, Women, and Migrant Workers**

The Company is firmly committed to safeguarding labor rights in accordance with international human rights standards and applicable laws. Partners must not employ individuals below the minimum legal working age. Where the employment of young workers is legally permitted, partners must ensure appropriate protections are in place to support their well-being, development, and safe working conditions.

For female workers, partners must refrain from assigning tasks that could endanger their health or safety, and must fully comply with legal protections, including maternity-related rights.

Migrant workers must be employed in full compliance with legal requirements, and partners must ensure that their rights are fully protected as stipulated by law.

- **Prohibition of Forced Labor**

Partners must not use or benefit from forced labor in any form, including bonded labor, debt bondage, or any other form of involuntary labor. This includes physical punishment, threats, confinement, intimidation, harassment, abuse, human trafficking, or any form of violence.

- **Fair Wages, Benefits, and Working Hours**

Partners must provide employees with fair compensation in accordance with applicable labor laws. This includes timely payment of wages, overtime compensation, holiday pay, and all legally mandated benefits. Overtime and holiday work must be strictly voluntary. Employees must also be entitled to legally mandated rest days, leave, and holidays.

- **Oversight of Human Rights Practices**

The Company encourages partners to establish appropriate systems for assessing, monitoring, and reviewing labor and human rights issues within their operations. This is to prevent potential violations and to promote long-term respect for human rights in all business activities.

- **Freedom of Association and Collective Bargaining**

Partners must respect employees' rights to freely associate, form, join, or not join labor unions or worker organizations in accordance with applicable laws. This includes the right to engage in collective bargaining without fear of retaliation, intimidation, or discrimination.

3. Safety, Occupational Health, Environment, and Quality

- **Occupational Health, Safety, and Working Environment**

Partners must ensure the implementation of safety measures for employees and all related personnel. They are required to provide a safe and hygienic working environment, conduct training to raise awareness, and establish measures to reduce and control risks of accidents and potential health impacts arising from operations, transportation, and management. Furthermore, partners must have protocols for emergency response to minimize losses. All practices must comply with relevant laws and standards concerning occupational safety, health, and environmental protection.

- **Environmental Responsibility and Climate Action**

The Company is committed to sustainable development and expects its partners to operate with environmental responsibility. Partners should consider the environmental impact of their operations, prioritize the conservation of natural resources, and actively adapt to climate change challenges.

Partners should adopt approaches to use resources, energy, and water efficiently and sustainably. They must also implement appropriate, safe, and legally compliant systems for waste management, air pollution control, and wastewater discharge. These efforts aim to help reduce greenhouse gas emissions and minimize environmental impact. Additionally, regular monitoring of environmental quality should be conducted.

To further support these efforts, the Company encourages partners to:

- Provide and disclose data related to GHG emissions and other environmental indicators upon request, where appropriate;
- Develop and support policies, goals, and initiatives that reduce negative environmental and climate impacts;
- Promote environmental education and climate awareness among employees, suppliers, and stakeholders;
- Actively protect biodiversity and ecosystems, including avoiding any encroachment upon or destruction of forests.

- **Product Safety and Responsibility**

Regarding products, partners must implement measures to take responsibility for the product at every stage—from research and development, manufacturing, to the end use by customers or consumers (including providing Material Safety Data Sheets). This also includes proper product disposal and conducting product life cycle assessments to ensure safety and hygiene for users and to protect the environment.

4. Compliance with Laws, Regulations, and Applicable Standards

The Company expects all partners to operate in strict compliance with all applicable laws, regulations, and industry standards—both local and international. Adherence to these requirements is fundamental to ensuring transparency, regulatory accountability, and alignment with the principles of sustainability development.

- **Confidentiality and Personal Data Protection**

Partners must prioritize the protection of confidential information and personal data. All data collection, use, storage, and disclosure must be conducted lawfully, transparently, and in compliance with relevant data protection legislation, particularly the Personal Data Protection Act (PDPA). Under no circumstances should customer or business-related data be disclosed or used without proper consent.

Partners are also expected to implement appropriate safeguards to prevent unauthorized access, cyberattacks, and data breaches. In the event of any actual or suspected data security incident, partners must immediately notify the Company.

- **Compliance with Trade Sanctions and Related Laws**

The Company places great importance on compliance with trade sanctions imposed by international authorities. Partners must avoid engaging in transactions or having any involvement with organizations, individuals, or countries listed on sanction or blacklist registers under applicable laws and regulations, such as those issued by the U.S. Office of Foreign Assets Control (OFAC), the European Union (EU), and the United Nations (UN), among others.

Partners should implement appropriate screening systems to mitigate the risk of conducting transactions that violate sanctions. They are also required to immediately notify the Company if any actions potentially violating these sanctions are discovered, so that the Company can take appropriate corrective measures and prevent any adverse consequences.

5. Reporting Business Ethics Complaints

The Company expects all employees, at every level, to uphold the principles of good corporate governance and adhere strictly to the Company's Code of Conduct. Accordingly, the Company requests its partners to report, in good faith, any actions or behaviors that violate or are suspected to violate these governance principles or the Company's business ethics. All reports will be treated with strict confidentiality between the reporting party and the Company. Complaints concerning unethical behavior or violations of governance or business ethics should include the following details:

- (1) Complainant's full name, address or workplace, phone number, and email address (if the complainant wishes to be identified)
- (2) Name and address of the individual or entity being reported (if known)
- (3) Date of the complaint submission
- (4) Date, time, and location where the alleged behavior or incident was observed
- (5) Detailed description of the facts and actions of the reported party relevant to the complaint
- (6) Supporting documents or evidence (if available)

Complaints may be submitted via the following channels:

- Email: GGCVoice@ggcplc.com
- Company Website: Governance > Complaint Submission Channel
- Postal Mail: Secretary of the Company or Internal Audit Manager
555/1 Energy Complex Center, Building A, 4th Floor, Vibhavadi-Rangsit Road,
Chatuchak, Bangkok 10900, Thailand

The Company commits to handling all complaints with fairness, transparency, and due diligence, ensuring impartiality throughout the investigation process. An appropriate timeframe for investigation will be established. The identities of both complainants and respondents will be kept strictly confidential.

The Company values every report of misconduct and relies on the full cooperation of its partners. Partners who possess information relevant to any investigation are kindly requested to provide honest and complete responses to all inquiries.

Acknowledgment of Supplier Code of Conduct

Company: _____

Name: _____

Position: _____

Signature: _____

Date: _____

(Please complete all information and return to the Company.)