

## Gunkul Engineering Public Co., Ltd. and GUNKUL's Group

	Sustainable Development Policy	Doc. No.	POL-BOD_66-013
		Effective Date	27 FEB 2023
	Approved by the resolution of the Board of Directors Meeting No. 2/2023 dated 27 February 2023	No.	4.0
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### Objective

Gunkul Engineering Public Co., Ltd. and the Group believe that sustainable development and inclusive growth with all stakeholder groups is a way to create long-term value for the organization. Therefore, the Company attaches great importance to sustainable business operations based on the principles of good governance and social and environmental responsibility, which are not only complying with the rules, regulations and standard of the country in which the Company operates, but still adhere to international principles of sustainability, such as the Sustainable Development Goals (SDGs) and the sustainability reporting framework that is able to respond to the interests of stakeholders to a single standard and have clear, concrete indicators, such as the Global Reporting Initiative (GRI), financial performance and social and environmental performance reports (non-financial performance) in order to be able to meet the needs of the stakeholders and resulting in business development alongside sustainable social responsibility management.

### Related Parties

1. The board of directors, executives and employees at all levels have a duty to support, promote, disclose / communicate and work in accordance with this sustainable development policy of this organization until it is a culture of operations that takes into account the balanced benefits in economic, social and environmental.

### Principles and Procedures

#### 1. The Set of Policies, Strategies and Goals for Sustainable Development

- 1.1 To define policies and strategies for sustainable development for the organization that encompasses good corporate governance, and set the strategic goals of the organization to be used in the work and supervision of operations, including risk management for organizations and new risks that may occur in the future
- 1.2 To specify an assessment and response to risk issues that affect the sustainability of the Company in the dimensions of society, environment and good governance and consider such issues as important issues in business planning, including business decisions and operational processes to maintain the stability and sustainability of the organization.
- 1.3 To specify goals and performance indicators that are in line with the sustainability of the Company in social, environment and good governance dimensions that in line with business operation.
- 1.4 To apply policy, strategy and operational plan into performance through the corporation of all group of stakeholders to develop the management competency and increase the competition ability sustainably.

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### 2. Corporate Governance and Ant-Corruption

2.1 The Company operate business according to business ethics by adheres to morals with transparency and fairly management, as well as comply with the laws, rules, regulations, procedures and standards, risk management and continuity of the business by rely on the benefit of all ground of stakeholders in order to maintain the standard right of stakeholders with morality.

2.2 The Company adheres to the specified guidelines and practices, including in the policies, regulations, announcements, orders of the Company that concerned and have been enforced, including;

- Good Corporate Governance Policy
- Business Ethics Policy
- Anti-Corruption and Whistle Blowing Policy
- Enterprise Risk Management Policy
- Investor Relations Ethics Policy
- Human Rights Policy
- Environment and Climate Change Management Policy
- Procurement Policy, etc.

2.3 The Company manage and promote the anti-corruption in all form through risk management system and comply with law, related regulations and policy as well as participate the Thai Private Sector Collective Action against Corruption (CAC) as an announce that the Company operate business with transparency without any corruption and will assist to promote the private sector action against corruption continuously.

### 3. Promote the use of innovation for business operation for social and environment

3.1 To aim for the leading in renewable energy, equipment and integrated electricity system by support and develop for modern technology and innovation as strategy of the business. Also, to expand the business investment into clean energy and technology as well as develop the competency and knowledge base of the organization to support the changes in the future for the development for the strength and sustainable infrastructure with safety and environmentally friendly.

3.2 Improve the efficiency of innovation development and promote the adaptability of technology into the operation for sustainable development.

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### 4. Safety / Occupational Health Care and Working Environment

- 4.1 To stimulate awareness and instill a culture of safety, continuously and consistently protecting the environment and social responsibility.
- 4.2 To target work accidents as "zero", which must develop, improve, upgrade safety standards to exceed legal requirements; as well as, prohibiting any action that is without safety control measures and safety equipment, including appropriate and sufficient safety training.
- 4.3 The Company attaches importance to the management of safety, occupational health and the employee's work environment and the contractor which is considered as an important part of every project operation.

### 5. Human Rights and Labor Practices

- 5.1 To protect the human right violation in every activity of the business through business operation process following the suggestion for human right and business theory. The Company treat all group of stakeholders with respect to their value, equality, not violate fundamental right, without discrimination of nationality, religious, age, skin colour, education, ancestor or status in the society.
- 5.2 To treat employees and employees without discrimination, providing equal opportunities, including prohibiting the employment of workers under the age of 18 years and illegal workers which covers staff and employees of partners and / or stakeholders.
- 5.3 To supervise and protect the safety of employees and related stakeholders by not affecting the rights and safety of others, including protecting personal rights, keeping confidential information, disclosing information and using personal information of the stakeholder with equality.
- 5.4 To support and promote stakeholder for business operation such as business supplier, business associate and others related under human rights principle that in line with this policy and the Company's Human Right Policy.

### 6. Bonding with Stakeholders

- 6.1 To develop the capacity of employees by supporting training, providing knowledge and necessary resources; as well as, creating a safe working environment. To stimulate creativity and able to work at full capacity.
- 6.2 To operate business with responsible to customer needs and satisfaction in terms of both quantity and quality of products and services according to the contract completely.

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- 6.3 To support and promote partner, supplier within the supply chain to operate the business following the sustainable development guideline, for business development with responsibility to social and environment and for the sustainable growth.
- 6.4 To strengthen and promote the participation of communities and related stakeholders by openness, listening to opinions, transparent and constructive consultations, treating one another equally and respecting differences, along with supporting the development of quality of life and strength of the community.
- 6.5 To cooperate with government agencies, industry association, business partner, civil society and other interested parties in order to participate in development and / or apply sustainability standards and practices for industries and / or various sectors.
- 6.6 To build long-lasting and sustainable relationships with business partners and all stakeholders.


### 7. Environment and Climate Change Management

- 7.1 To manage environmental quality with responsibility and consider on the impact of the climate change, leakage and biodiversity with relevant laws, regulations and the Company's Environment and Climate Change Management Policy.
- 7.2 To invest, develop and improve the environmental management system; as well as, seek new measures and methods in order to improve the efficiency of management and have a better control of environmental quality.
- 7.3 To determine target for greenhouse gas emission from the Company's business operation. Specify methods for assessing the risks and impacts of climate change on production and business and support the reduction of greenhouse gas emission as well as the adaptation for the climate change. To operate the activity that can compensate the greenhouse gas emission and support the project to cope with the natural disaster impact from the climate change.
- 7.4 To promote and support the use of resources and energy efficiently, in order to reduce the emission of pollutants, waste, and greenhouse gases by incorporate and being part of natural resources conservation campaign and the environment between organization with outsource continuously.

#### Form

- Sustainability Report

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**Revision Record**

Document No.	Issue No. /Revision No.	Date	Revised Part	Reason of Revision	Date of Cancellation
OMD 2563/14	1.0	2 MAR 2020	Rewritten	To focus on the balance between environment, society and economy and sustainable development.	1 MAR 2021
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