


Gunkul Engineering Public Co., Ltd. and GUNKUL's Group			
	Sustainable Development Policy	Doc. No.	POL-BOD_64-042
		Effective Date	12 NOV 2021
	Approved by the resolution of the Board of Directors Meeting No. 9/2021 dated 10 November 2021	No.	3.0
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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

- 1.1 To define policies, strategies, goals and performance indicators that are in line with the business context and formulate an operational plan with effectiveness.
- 1.2 To establish a sustainable development strategy 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, projects, and new risks that may occur in the future.
- 1.3 To specify an assessment and response to risk issues that affect the sustainability of the Company in the dimensions of economy, society and environment 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.

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2. Corporate Governance

2.1 The Company adheres to morals and transparency in business operations; as well as, comply with the laws, rules, regulations, procedures, and standards set by regulatory agencies and according to international standards.

2.2 The Company adheres to the specified guidelines and practices, including 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
- Purchasing Ethics Policy, etc.

3. Operations / Monitoring of Performance

3.1 To adopt policies, strategies and operational plans into action throughout the organization, continuously searching for ways to develop and improve operational efficiency in all activities, by setting goals, measuring methods, monitoring and assessing sustainability of activities.

3.2 To develop and promote organizational innovation and new technology into business strategies in order to create added value and long-term growth for the organization; as well as, social and environmental benefits.


3.3 To promote and support alliances, partners and stakeholders throughout the business chain. To conduct business in accordance with sustainable development guidelines.

3.4 To monitor and evaluate performance against goals, compile and analyze performance to determine ways to continually improve operations.

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

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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 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.

5.2 To supervise and protect the safety of staff, employees and property of the Company by not affecting the rights and safety of others, including protecting personal rights, keeping confidential information, disclosing information and using personal information.

5.3 To respect the rights, honor and treat the staff and employees of the Company and partners with equality and consider human dignity.

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 respond to customer needs and satisfaction in terms of both quantity and quality of products and services according to the contract completely.

6.3 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.

6.4 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.

6.5 To strive to build long-lasting and sustainable relationships with business partners and all stakeholders.

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7. Environment and Climate Change Management

- 7.1 To manage environmental quality and biodiversity in accordance with relevant laws and regulations, including 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.
- 7.2 To invent and search for ways and methods to reduce the use of resources and energy; as well as, reduce the emission of pollutants, waste, and greenhouse gases in order to prevent, control and minimize the impact on the environment, communities and society.
- 7.3 To determine greenhouse gas emission, power generation and business operations of the Company. To specify methods for assessing the risks and impacts of climate change on production and business, seek measures to reduce greenhouse gas emissions into the atmosphere and how to respond to climate change so that businesses can grow steadily and sustainably.


Policy Change

The Company reserves the right to cancel or amend this policy as appropriate and must be approved in writing by the Chairman of the Executive Committee only.

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
POL-BOD 64-023	2.0	1 MAR 2021	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	12 NOV 2021
POL-BOD 64-042	3.0	12 NOV 2021	Reviewed	To focus on the balance between environment, society and economy and sustainable development.	-