

Human Rights Policy

Principle

For Gulf Energy Development Public Company Limited (the “Company”), respect for human rights is a core element of social responsibility and is reflected in the Company’s Sustainability Policy and Sustainability Framework. The Company is committed to upholding human rights in every aspect of its business and strives to respect, support, and promote human rights across the Gulf Group and for all its stakeholders in line with national laws and international standards including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the relevant Conventions of the International Labour Organization.

Objective

This policy sets out the principles and guidelines under which all Company employees are expected to operate in order to ensure that human rights are respected and upheld in all spheres where the Company operates.

Scope

This policy applies to all members of the Gulf Group of Companies including members of the Board of Directors, executive management and employees. It also applies to all counterparties including business partners, suppliers and contractors. Additional details on expectations for counterparties can be found in the Company’s Supplier Code of Conduct.

Oversight

This human rights policy has been approved by the Board of Directors. Revisions to the policy shall be advised by the Sustainability, Governance and Risk Management Committee. Oversight for matters relating to this policy shall be provided at the executive management and Board levels.

Contact

Inquiries, suggestions, and complaints related to the Human Rights Policy may be directed to the Company at sustainability@gulf.co.th.

Violations of the Human Rights Policy may be reported to the Internal Audit Department at ia@gulf.co.th. The Company’s whistleblowing policy shall apply in all cases of reporting.

References

Gulf Sustainability Policy
Gulf Sustainability Framework
Gulf Supplier Code of Conduct
United Nations Guiding Principles for Business and Human Rights
Universal Declaration of Human Rights
Conventions of the International Labour Organization

Policy

Gulf Energy Development Public Company Limited is aware of the importance of respecting and upholding the human rights of its stakeholders and the general society, and shall strive to do so with a focus on the following areas.

1. General provisions

- 1.1. The Company shall support a human rights due diligence process to engage with its stakeholders to identify, assess, manage, and, where applicable, prevent or mitigate human rights risks and related issues in key areas including within the Company, in its projects, and within the local communities where the Company operates.
- 1.2. The Company shall ensure fair and equal treatment of stakeholders, respecting the diverse nature of people, and placing emphasis on avoiding discrimination based on sex, gender, age, race, ethnicity, religion, nationality, and any other non-merit-based attributes.
- 1.3. The Company shall communicate its commitments and expectations regarding human rights to its stakeholders through the appropriate and relevant channels.
- 1.4. The Company shall provide appropriate reporting and whistleblowing channels as well as a clear grievance mechanism to manage any such reports, including managing fair and equitable remediation where necessary and appropriate.

2. Within the Company and its projects

- 2.1. The Company respects labor rights and complies with labor laws, including complying with regulations regarding appropriate working hours and conditions, relevant freedoms and collective rights as appropriate, as well as supporting appropriate welfare benefits and compensation for employees beyond the legal minimum wage.
- 2.2. The Company shall support gender equality and women's rights, including supporting equal pay for equal work based on a non-discriminatory, merit-based performance evaluation process.
- 2.3. The Company shall provide and maintain a safe and healthy workplace for employees with consideration for all aspects of employee well-being (including physical, mental, emotional, social well-being), and comply with applicable safety and health laws and regulations.
- 2.4. The Company shall maintain a zero tolerance policy regarding child labor, slave labor, forced labor, or any form of human trafficking.

3. For stakeholders and the general society

- 3.1. The Company shall support human rights throughout its value chain through monitoring and advocacy, including educating and/or advocating for human rights both within the Company and among external stakeholders including business partners, suppliers, contractors, and the communities in which the Company operates.
- 3.2. The Company shall support corporate social responsibility programs and initiatives that promote human rights, with a focus on education, health, work and environmental protection, for children, local communities and the general society.

These commitments shall be undertaken within the framework of sustainability and good corporate social responsibility to ensure that the Company continues to create a positive impact in all spheres where it operates.