



PTT GLOBAL CHEMICAL PUBLIC COMPANY LIMITED

Human Rights Due Diligence 2024-2025

FINAL REPORT

24 JANUARY 2025

Sustainability is our business

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GC's Human Right Policy

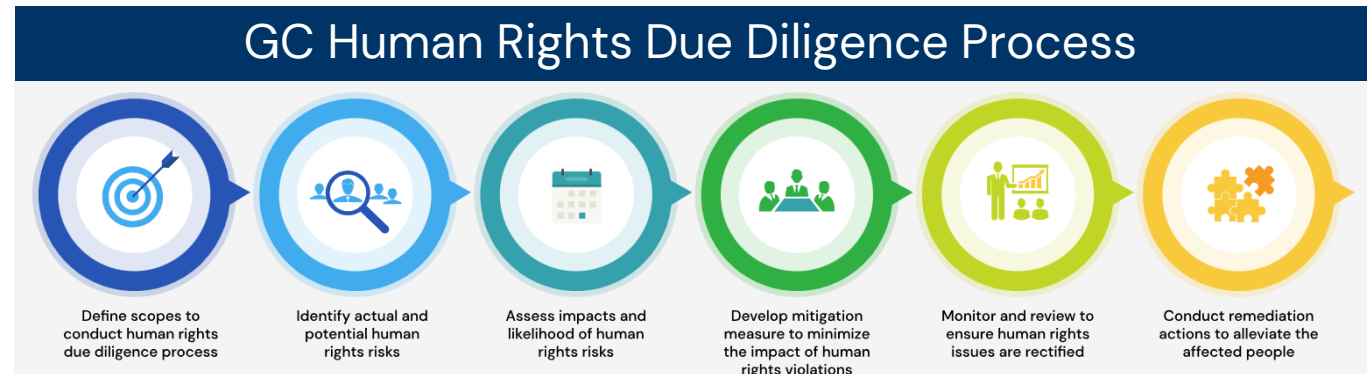
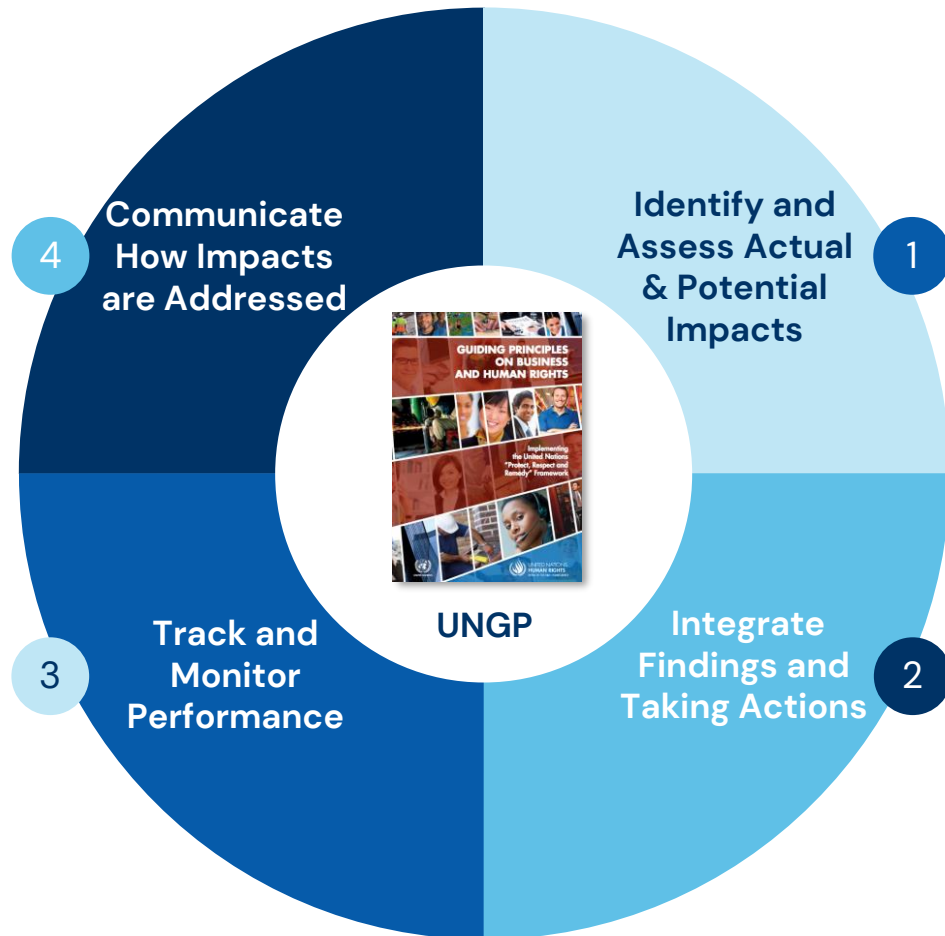


PTT Global Chemical Group (GC Group) is committed to respect and comply with human rights principle and regulations, including the provision of preventive measures and avoidance of human rights violation of our employees, business relations (joint ventures, mergers, and acquisitions), business partners (suppliers, contractors, and customers) and local communities. The company adheres to Thai domestic laws and international laws where GC Group and our business relations operate, and other regulations such as the Thai Constitution, the United Nations (UN) Universal Declaration of Human Rights, the UN Guiding Principles of Business and Human Rights (UNGPs), the UN Global Compact (UNGC) Guide to Develop a Human Rights Policy, and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

GC Group identify and manage human rights especially in topics related to employees, business relations, business partners and local communities in which we operate. Key human rights aspects covered in the human rights policy include the right to freedom of associations, the right to collective bargaining, discrimination and harassment, human trafficking, child labor, forced labor, equal remuneration, equal rights of women, fair working conditions, communities' rights and 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).

GC Group expects all executives, employees, business relations (joint ventures, mergers, and acquisitions), and business partners (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.

Human Rights Due Diligence Process



GC Group has been adapting UN Guiding Principles on Business and Human Rights (UNGPs) into our Human Rights Due Diligence (HRDD) process since 2019, with the objective to define scopes and identify, assess, and mitigate adverse impacts of human rights issues throughout our own operations, value chain and new business relations (mergers, acquisitions, joint ventures, etc.). Following the human rights prioritization, GC Group has established the appropriate preventive, corrective, and remediation measures for potential human rights impacts, as well as develop monitor plans for the corrective and preventive performance to ensure effectiveness and the operation of GC Group to have no human rights violations throughout the value chain.

Identify and Assess Actual and Potential Human Rights Impacts

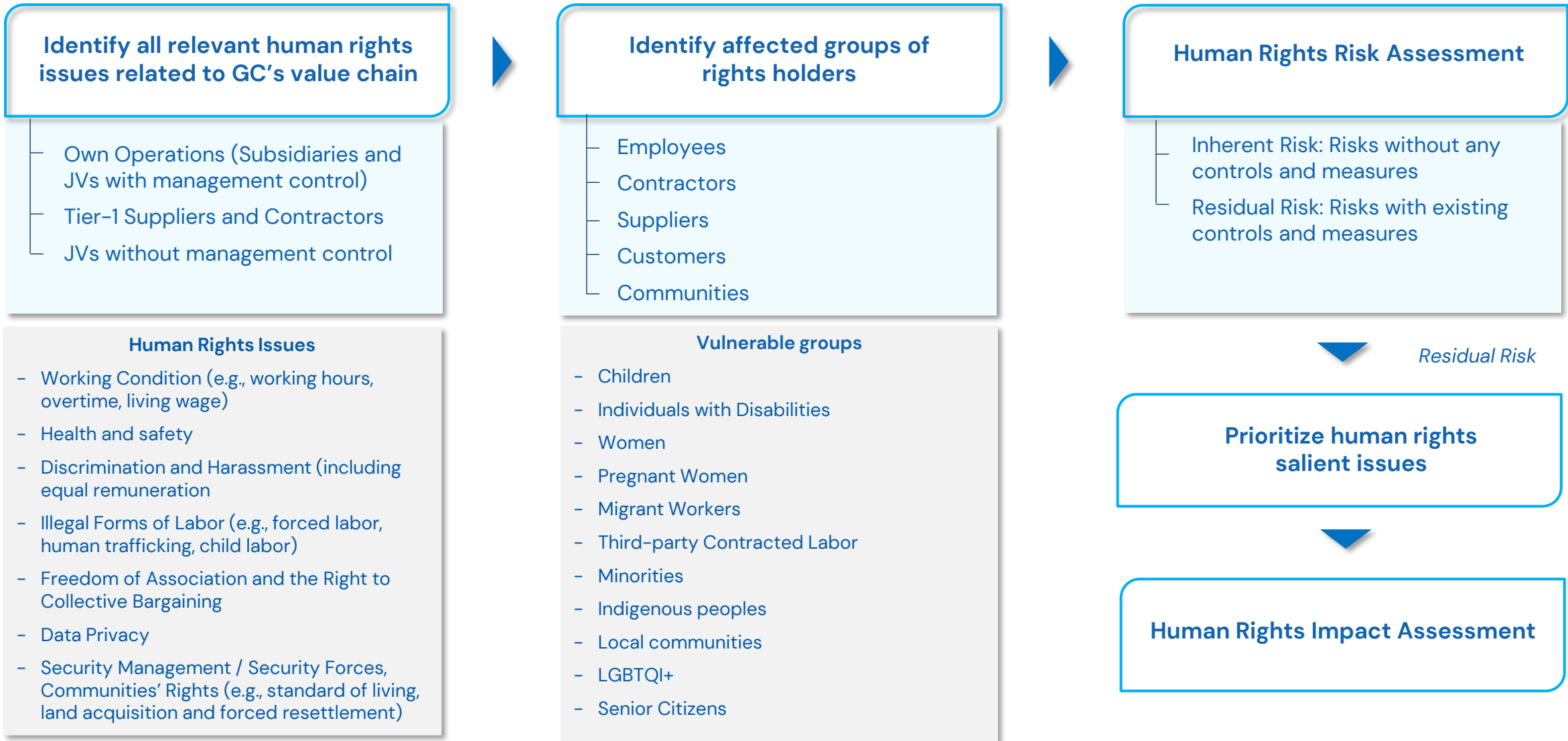


GC has conducted the Human Rights Risk Assessment (HRRRA) across the company's value chain, covering its own operations, subsidiaries (i.e., direct activities, products, and services), joint ventures with management control, tier-1 suppliers, contractors, and joint ventures without management control, to prevent and mitigate potential human rights risks from our operations. The assessment is designed to identify potential human rights risks and impacts toward employees, contractors, suppliers, customers, and communities. Assessed the severity and likelihood of such impacts at national, sectoral, and operational levels, with special importance on vulnerable groups, including children, individuals with disabilities, women, minorities, migrant workers, third-party contracted labor, indigenous peoples, local communities, LGBTQI+ individuals, senior citizens, and pregnant women.

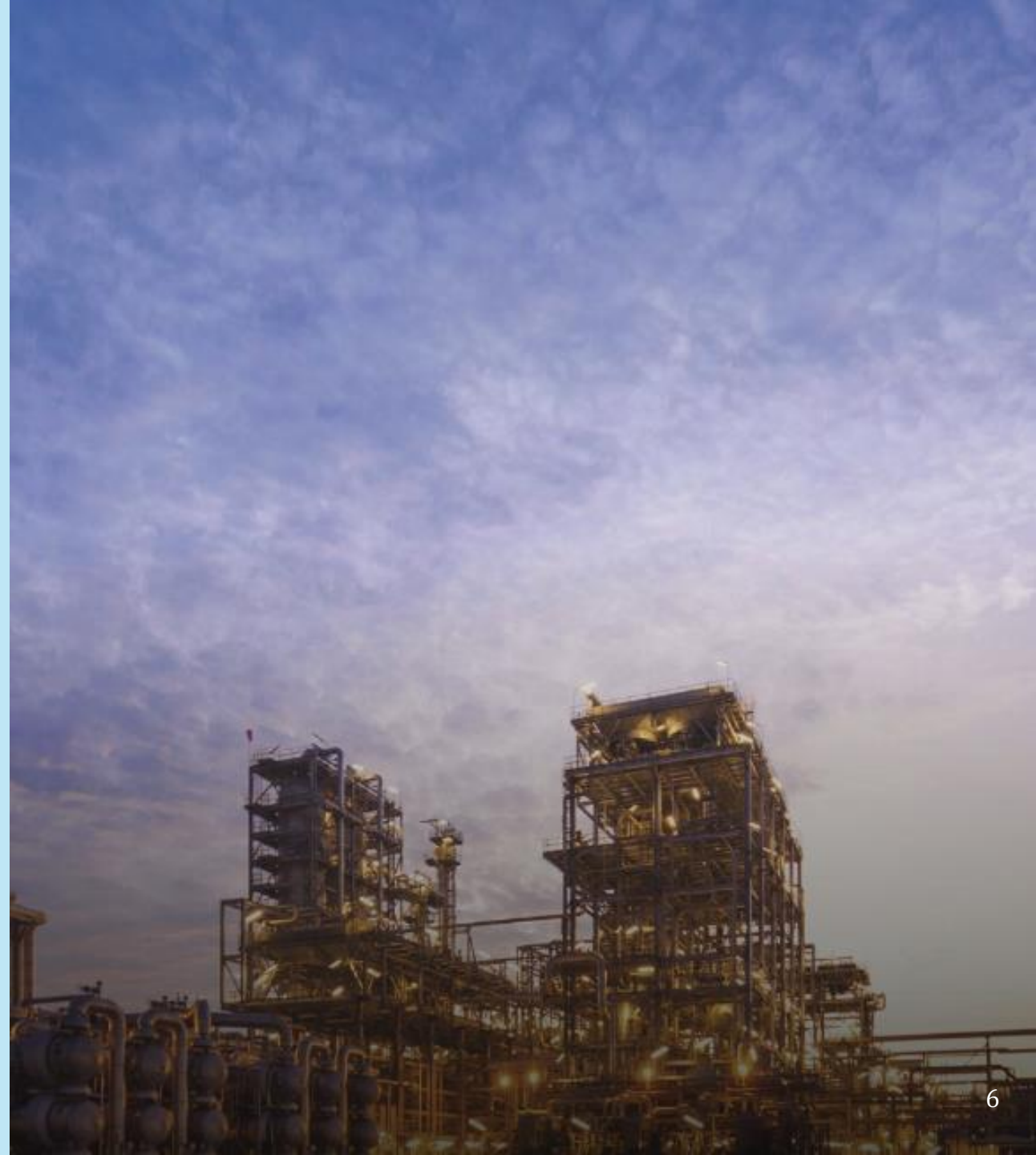
The actual and potential human rights issues covered working condition (e.g., working hours, overtime, living wage), health and safety, discrimination and harassment (including equal remuneration), illegal forms of labor (e.g., forced labor, human trafficking, child labor), freedom of association and the right to collective bargaining, data privacy, security management/ security forces, communities' rights (e.g., standard of living, land acquisition and forced resettlement).

In addition, GC has conducted Human Rights Impact Assessment (HRIA) to identify the impacts towards our employees, external stakeholders or those affected by our operations, including suppliers and contractors, communities, and customers. The HRIA focused on the salient human rights issues identified during the HRRRA to ensure a targeted and meaningful analysis of the most critical concerns. The HRIA was designed to comprehensively address GC's own operations, value chain and new business relations (mergers, acquisitions, JVs, etc.).

Identify and Assess Actual and Potential Human Rights Impacts



Human Rights Risk Assessment 2024-2025



1

Own Operations

Including subsidiaries and
joint ventures with
management controls



1 Own Operations

Scope of Assessment

GC Group defined the scope of assessment of GC's own operations covering GC's subsidiaries and JVs with management controls throughout GC's value chain.

GC Group also identified human rights issues with potential risks associated with the company's own operations through reviewing global trends and standards and revisiting the past salient issues.

Human Rights Issues Mapped with Rights Holders

Own operations (covering subsidiaries and JVs with management control)	
1. GC	10. SUN
2. GCP	11. GCME
3. TRPC	12. NPC
4. Allnex	13. GCTC
5. GC-M PTA	14. GCEC
6. GGC	15. GCAS
7. ENVICCO	16. GC BV
8. EOUC	17. GCI
9. NatureWorks	18. WGCL



Employee

- Working condition
- Occupational health and safety
- Discrimination and harassment (including equal remuneration)
- Illegal forms of labor
- Freedom of association and right to collective bargaining
- Data Privacy
- Security Management/ security forces



Supplier and Contractor

- Working condition
- Occupational health and safety
- Discrimination and harassment
- Vendor discrimination
- Data privacy
- Security Management/ security forces



Customer

- Health and safety
- Discrimination and harassment
- Data privacy
- Security Management/ security forces



Community

- Health and safety
- Standard of living
- Land acquisition and forced resettlement
- Security Management/ security forces



Vulnerable groups including children, persons with disabilities, women, minorities, migrant people, third-party contracted labor, indigenous people, local communities, LGBTQI+, senior citizens, pregnant women

Human Rights Issues Identification

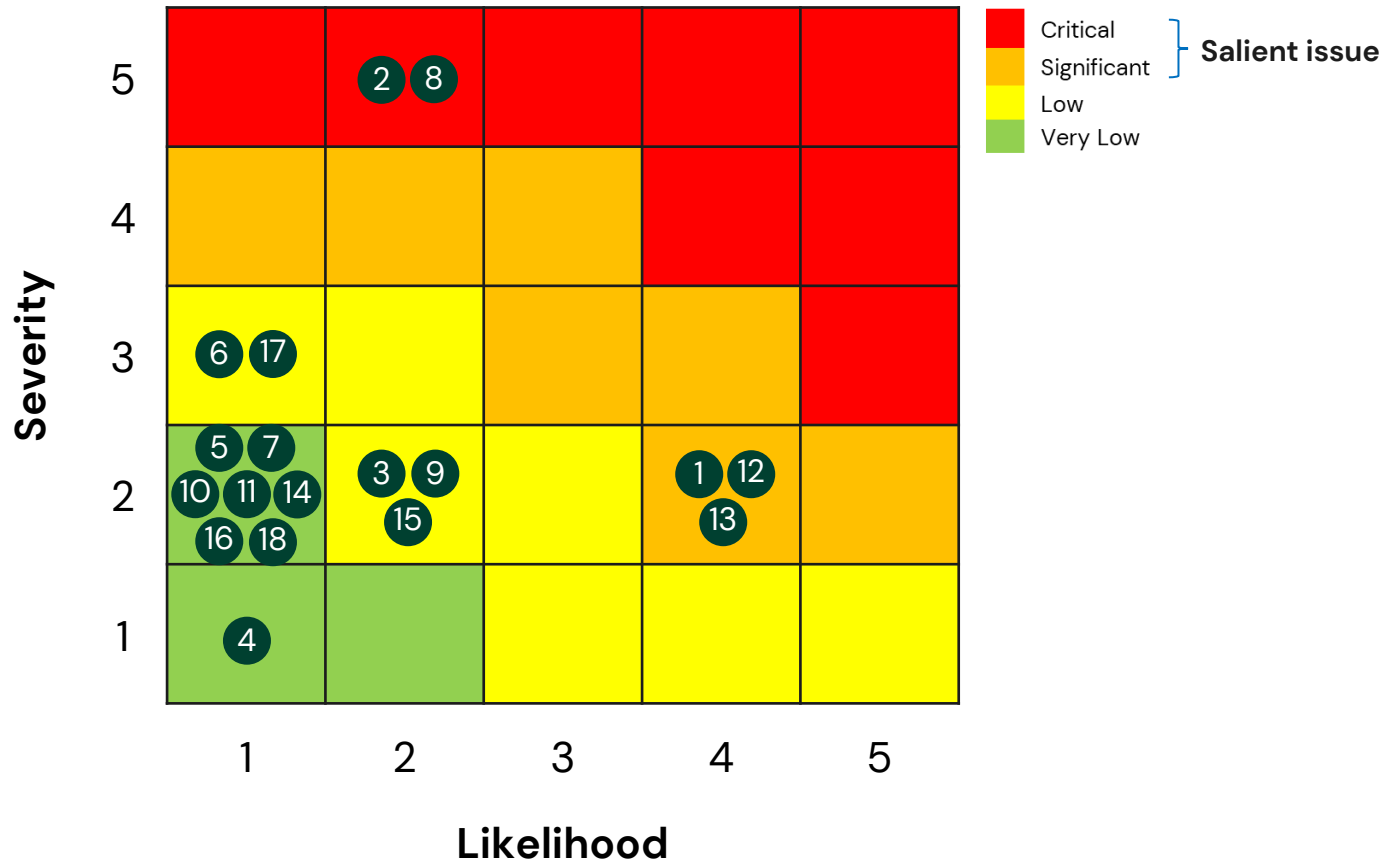
Human Rights Issue	S&P Global	ecovadis	UNITED NATIONS HUMAN RIGHTS OFFICE OF THE HIGH COMMISSIONER	Business & Human Rights Resource Centre
Working condition		<ul style="list-style-type: none"> Working conditions (grievance mechanism, living wage) 	<ul style="list-style-type: none"> Workers' rights in supply chains 	<ul style="list-style-type: none"> Workers' rights in supply chains
Occupational health and safety		<ul style="list-style-type: none"> Employee health & safety Health and safety of non-employee workers and other contracted workers on premises 	<ul style="list-style-type: none"> Workplace health and safety 	<ul style="list-style-type: none"> Workplace health and safety
Discrimination and harassment (including equal remuneration)	<ul style="list-style-type: none"> Discrimination and harassment Equal remuneration 	<ul style="list-style-type: none"> Diversity, equity & inclusion Discrimination and harassment Gender pay gap 		
Illegal forms of labor	<ul style="list-style-type: none"> Forced labor Human trafficking Child labor 	<ul style="list-style-type: none"> Child labor, forced labor & human trafficking 		
Freedom of association and right to collective bargaining	<ul style="list-style-type: none"> Freedom of association Right to collective bargaining 	<ul style="list-style-type: none"> Right to freedom of association 		
Data privacy/ cybersecurity	<ul style="list-style-type: none"> Customer privacy data Information Security/ Cybersecurity & System Availability 	<ul style="list-style-type: none"> Information security 		
Security management/ security forces				
Vendor discrimination		<ul style="list-style-type: none"> Supplier diversity program 		
Health and safety of community and customer		<ul style="list-style-type: none"> Customer health and safety 		
Standard of living			<ul style="list-style-type: none"> Indigenous and communities' rights 	<ul style="list-style-type: none"> Indigenous and communities' rights
Land acquisition and forced resettlement			<ul style="list-style-type: none"> Indigenous and communities' rights 	<ul style="list-style-type: none"> Indigenous and communities' rights

Human Rights Issues Identification

Human Rights Issue	 FINANCE INITIATIVE	 BSR	 ipieca
Working condition	<ul style="list-style-type: none"> • Workplace conditions • Livelihood and standard of living 	<ul style="list-style-type: none"> • Working Conditions (Wages, Hours, Benefits, Accommodation) • Grievance Mechanism and Right to Access Remedy 	<ul style="list-style-type: none"> • Excessive working hours • Underpaid, delayed or withheld wages • Inability to voice concerns and grievances
Occupational health and safety	<ul style="list-style-type: none"> • Health and safety in the workplace 	<ul style="list-style-type: none"> • Occupational Health and Safety 	<ul style="list-style-type: none"> • Unsafe or unhealthy working conditions
Discrimination and harassment (including equal remuneration)	<ul style="list-style-type: none"> • Migrant workers (discrimination) 	<ul style="list-style-type: none"> • Employee Discrimination 	<ul style="list-style-type: none"> • Discrimination in hiring, developing or promoting workers • Harassment in the workplace
Illegal forms of labor	<ul style="list-style-type: none"> • Migrant workers (freedom of movement, bonded of labor) 		<ul style="list-style-type: none"> • Forced labor and abusive practices • Hiring of underage workers
Freedom of association and right to collective bargaining		<ul style="list-style-type: none"> • Freedom of Association and Collective Bargaining 	<ul style="list-style-type: none"> • Limits to freedom of association or collective bargaining
Data privacy			
Security management/ security forces	<ul style="list-style-type: none"> • Security contractors in areas of conflict 	<ul style="list-style-type: none"> • Security Forces 	<ul style="list-style-type: none"> • Security practices
Vendor discrimination			
Health and safety of community and customer		<ul style="list-style-type: none"> • Community Environment and Safety 	<ul style="list-style-type: none"> • Community health, safety and environment
Standard of living	<ul style="list-style-type: none"> • Livelihood as standard of living 	<ul style="list-style-type: none"> • Community Environment and Safety • Local Community Livelihoods 	<ul style="list-style-type: none"> • Community health, safety and environment • Loss of livelihoods/economic displacement
Land acquisition and forced resettlement	<ul style="list-style-type: none"> • Local and indigenous people's rights 	<ul style="list-style-type: none"> • Land Acquisition and Resettlement 	<ul style="list-style-type: none"> • Physical displacement and resettlement, including forced evictions

Human Rights Risk Assessment Result

Own Operations



#	Human Rights Issue
Employee	
1	Working Condition
2	Occupational Health and Safety
3	Discrimination and Harassment (Including Equal Remuneration)
4	Illegal forms of labors
5	Freedom of Association and Right to Collective Bargaining
6	Data Privacy
Supplier/ Contractor	
7	Working Condition
8	Occupational Health and Safety
9	Discrimination and Harassment
10	Vendor Discrimination
11	Data Privacy
Community	
12	Health and Safety
13	Standard of Living
14	Land Acquisition and Forced Resettlement
Customer	
15	Health and Safety
16	Discrimination and Harassment
17	Data Privacy
All Rights Holder	
18	Security management/ security forces

Human Rights Risk Assessment Result

Own Operations



100 %

100% of GC operational sites (18 out of 18 sites) were assessed on potential human rights risks.

16.67 %

16.67% of GC operational sites (3 out of 18 sites) have been identified with salient issues.

The salient issues identified were

- Employee working condition
- Employee occupational health and safety
- Supplier/contractor occupational health and safety
- Community health and safety
- Community standard of living

100 %

100% of GC operational sites with salient issues (3 out of 3 sites) have been implemented mitigation or remediation process.

2

Tier-1 Suppliers and Contractors



2 Tier-1 Suppliers and Contractors

Scope of Assessment

GC Group defined the scope of assessment of GC's tier-1 suppliers and contractors and categorized suppliers into groups and sub-groups, and identified the location of their businesses to assess the human rights risks according to each sub-group (sector context) and location (country context).



Group and sub-group of suppliers

Total 1,805 suppliers

Feedstock (7)	Non-feedstock (1,787)	Utilities (11)
<ul style="list-style-type: none"> Energy 	<ul style="list-style-type: none"> Admin Chemical/Oil/Gas Electrical Instrument IT Laboratory Mechanical Packaging Personal Safety & Health 	<ul style="list-style-type: none"> Electricity/Steam Industrial Gas Water



Countries in which GC's suppliers are located

- Australia
- Austria
- Belgium
- Canada
- China
- Czech Republic
- Finland
- France
- Germany
- Hong Kong
- India
- Ireland
- Italy
- Japan
- Malaysia
- Netherlands
- New Zealand
- Norway
- Singapore
- South Korea
- Swaziland
- Sweden
- Switzerland
- Taiwan
- Thailand
- United Kingdom
- USA

2 Tier-1 Suppliers and Contractors

Scope of Assessment

GC Group also identified human rights issues for the assessment through a review of human rights risks from various international standards, including S&P Corporate Sustainability Assessment and UNGC, covering all relevant stakeholders.

Human Rights Issues Mapped with Rights Holders



Employee

- Forced labor
- Human trafficking
- Child labor
- Freedom of Association and the Right to Collective Bargaining
- Equal Remuneration
- Discrimination and Harassment
- Working Condition
- Health and Safety



Supplier and Contractor

- Forced labor
- Human trafficking
- Child labor
- Equal Remuneration
- Discrimination and Harassment
- Working Condition
- Health and Safety



Customer

- Discrimination and Harassment
- Health and Safety



Community

- Health and Safety
- Community and Indigenous Rights



Vulnerable groups including children, persons with disabilities, women, minorities, migrant people, third-party contracted labor, indigenous people, local communities, LGBTQI+, senior citizens, pregnant women

Each issue will be used in the desktop research for each sector and country.

Tool for Desktop Research

Sector Context



- Human Right Issues
- Supplier Sub-Group
- Specific Websites Regarding Human Rights

Country Context



ITUC CSI IGB
Global Rights
Index



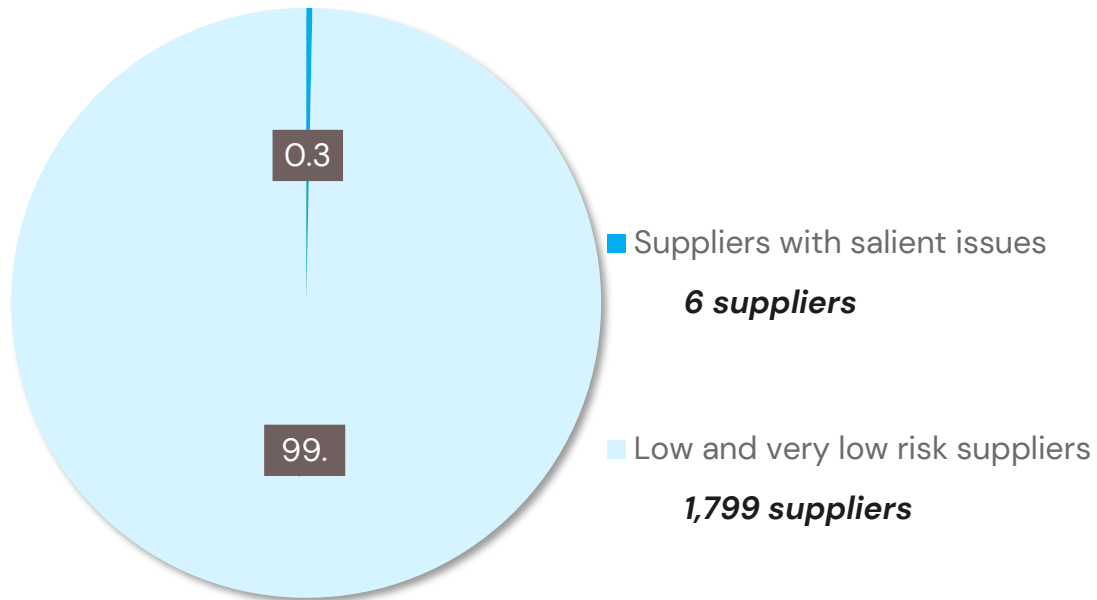
Trafficking in
person report

Human Rights Risk Assessment Result

Tier-1 Suppliers and Contractors



Human Rights Risk Assessment Result



Human Rights Salient Issues	Group / Sub-group
	Feedstock / Energy
Forced Labor	▲
Human Trafficking	
Child Labor	
Freedom of Association and the Right to Collective Bargaining	▲
Equal Remuneration	
Discrimination and Harassment	▲
Working Condition	▲
Health and Safety	▲
Community and Indigenous Rights	▲

Human Rights Risk Assessment Result

Tier-1 Suppliers and Contractors



100 %

100% of total number of tier-1 suppliers and contractors (1,805 out of 1,805 suppliers) were assessed on potential human rights risks.

0.33 %

0.33% of tier-1 suppliers and contractors (6 out of 1,805 suppliers) have been identified with salient issues.

The salient issues identified were

- Forced labor
- Freedom of association and right to collective bargaining
- Discrimination and harassment
- Working condition
- Health and safety
- Community and indigenous rights

100 %

100% of tier-1 suppliers and contractors with salient issues (6 out of 6 suppliers) have been implemented mitigation or remediation process.

3

Joint Ventures

without management controls



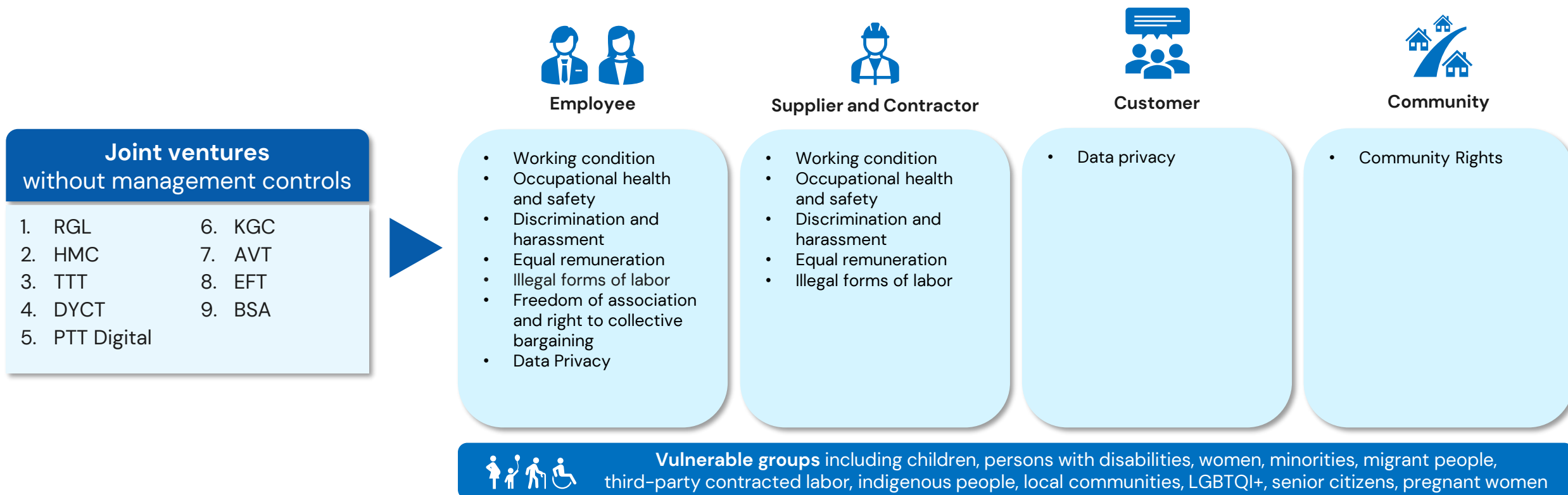
3 Joint Ventures without Management Controls

Scope of Assessment

GC Group defined the scope of assessment of GC's joint ventures without management controls covering all joint ventures where GC Group owns stakes above 10%.

GC Group also identified human rights issues through a review of global trends and standards, covering all relevant stakeholders.

Human Rights Issues Mapped with Rights Holders



Human Rights Risk Assessment Result

Joint Ventures



100 %

100% of total number of joint ventures (9 out of 9 joint ventures) were assessed on potential human rights risks.

0 %

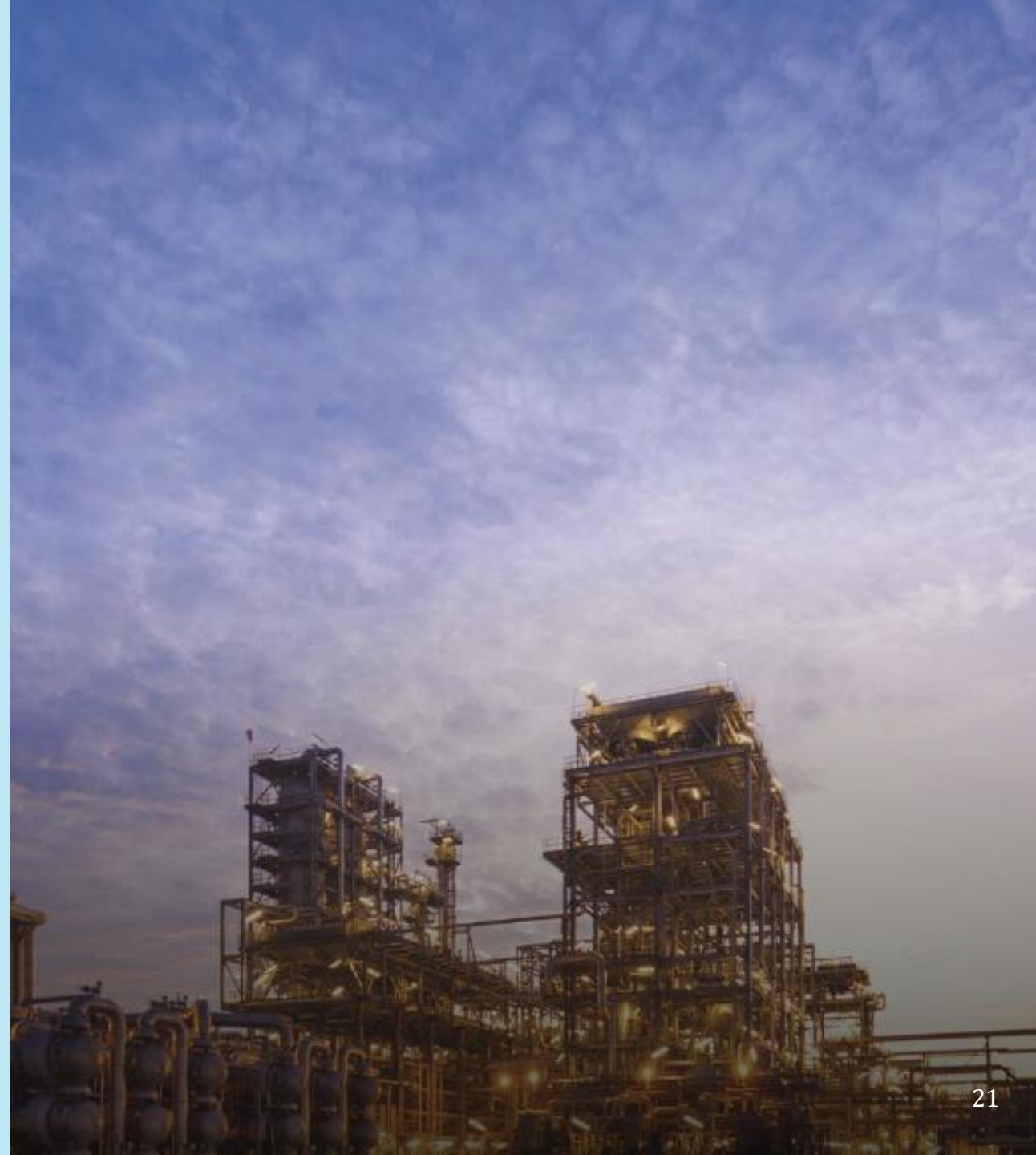
0% of joint ventures (0 out of 9 joint ventures) have been identified with salient issues.

0 %

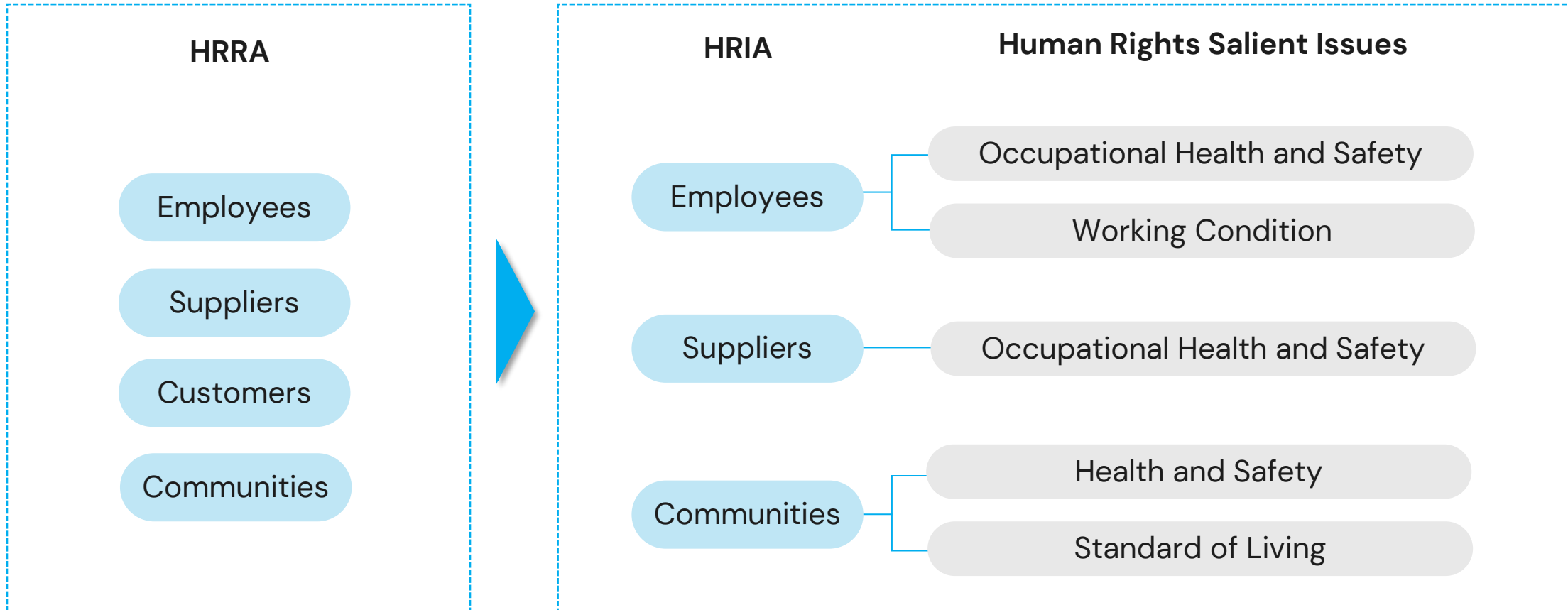
0% of joint ventures (0 out of 9 joint ventures) have been identified with salient human rights issues; therefore, no mitigation actions were taken.

However, the company has mitigation measures in place and continuously monitors risks to prevent human rights violations in all joint ventures.

Human Rights Impact Assessment 2024-2025



Human Rights Impact Assessment (HRIA)



* No salient issues for Customer

** Conduct HRIA for Thailand's own operation only.

Integrate Findings and Taking Actions

Own Operations – Salient Issues

Employee Occupational Health and Safety

Actual/ Potential Risk

- Fatality from workplace accident in manufacturing

Relevant Human Rights

- Right to life
- Right to access to effective remedies
- Right to enjoy just and favorable conditions of work including rest and leisure
- Right to health

Existing Mitigation Measures

- Policies (i.e., Human Rights Policy, Corporate Governance & Business Code of Conduct Handbook, Whistleblower Policy, Quality, Security, Safety, Occupational Health, Environment, and Business Continuity (QSHEB) Policy)
- Human Rights Management Guidelines
- Whistleblowing Channel
- Personal Safety Management
- Process Safety Management
- Management Safety and the Reliability Walk
- Basic Safety Training
- Safety Talks
- Safety Walks and Observation (SWO)
- Proactive Safety Program
- GC Zero ICU with Zero Compromise
- "Take Time to B-CAREs" Project
- Pre-Task Effective Toolbox Talk
- Pre-Task Planning Checkpoint
- Internal Inspection
- Procedures to investigate work-related injuries, ill health, diseases and incidents, and the possibility for workers to stop tasks that are deemed unsafe
- GC Management System (GCMS)
- ISO45001
- Incident Management System (IMS)
- Business Continuity Management System
- ISO 39001

Additional Mitigation Measures

- Compensation from Life Insurance, Accident Insurance, Provident Funds, etc.
- Additional Compensation in the Event of Death or Loss from Work
- Funeral Expenses

Integrate Findings and Taking Actions

Own Operations – Salient Issues



Supplier/Contractor Occupational Health and Safety

Actual/ Potential Risk

- Fatality from workplace accident in manufacturing

Relevant Human Rights

- Right to life
- Right to access to effective remedies
- Right to enjoy just and favorable conditions of work including rest and leisure
- Right to health

Existing Mitigation Measures

- Policies (i.e., Human Rights Policy, Corporate Governance & Business Code of Conduct Handbook, Whistleblower Policy, Quality, Security, Safety, Occupational Health, Environment, and Business Continuity (QSHEB) Policy)
- Human Rights Management Guidelines
- Whistleblowing Channel
- Personal Safety Management
- Basic Safety Training
- Safety Talks
- Safety Walks and Observation (SWO)
- Pre-Task Effective Toolbox Talk
- Pre-Task Planning Checkpoint
- Procedures to investigate work-related injuries, ill health, diseases and incidents, and the possibility for workers to stop tasks that are deemed unsafe
- GC Management System (GCMS)
- Incident Management System (IMS)
- Business Continuity Management System

Additional Mitigation Measures

- Improve the security of the company's system isolation standards (e.g., another device must be installed if the existing isolation device may have a problem, to provide additional protection)

Integrate Findings and Taking Actions

Own Operations – Salient Issues

Employee Working Condition

Actual/ Potential Risk

- Improper working conditions that may lead to operational accidents

Relevant Human Rights

- Right to access to effective remedies
- Right to enjoy just and favorable conditions of work including rest and leisure
- Right to an adequate standard of living
- Right to health

Existing Mitigation Measures

- Policies (i.e., Human Rights Policy, Corporate Governance & Business Code of Conduct Handbook, Whistleblower Policy, Quality, Security, Safety, Occupational Health, Environment, and Business Continuity (QSHEB) Policy)
- Human Rights Management Guidelines
- Whistleblowing Channel
- Responsibility to Stakeholders
- Employee Handbook
- Environmental Management System Certification (ISO 14001)
- Occupational Health and Safety Management System Certification (TIS 18001 and OHSAS 18001)
- Occupational Health, Safety and Environment Committee
- Personal Safety Risk Prevention Project
- Field Risk Assessment
- Safety Walk and Observation
- Operational Excellence Management System (OEMS)
- Health and Accident Insurance
- Compliance with the Industrial Estate Authority of Thailand

Additional Mitigation Measures

- Area Inspection by QSE Function, if the lighting is found to be lower than the specified standard, additional lighting points will be installed.
- Annual Lighting Measurement by Third-parties. If the company does not pass the standards, actions to repair will be taken as needed.
- Report for repair and maintenance if abnormalities are found.

Integrate Findings and Taking Actions

Own Operations – Salient Issues



Community Health and Safety

Actual/ Potential Risk

- Chemical spills from chemical truck accident

Relevant Human Rights

- Right to access to effective remedies
- Right to health

Existing Mitigation Measures

- Policies (i.e., Human Rights Policy, Corporate Governance Policy, Corporate Governance & Business Code of Conduct Handbook, Business Code of Conduct and Transparency, Whistleblower Policy, Quality, Security, Safety, Occupational Health, Environment, and Business Continuity (QSHEB) Policy)
- Whistleblowing Channel
- GC Management System (GCMS)
- Incident Management System (IMS)
- Business Continuity Management System
- Responsibility to Stakeholders
- Environmental Management System Certification (ISO 14001)
- Occupational Health and Safety Management System Certification (TIS 18001 and OHSAS 18001)
- Eco Factory Certification
- Social Responsibility and Sustainable Development Strategy
- Community and Environment Management Procedures
- Occupational Health, Safety and Environment Committee
- Community Satisfaction Survey
- Logistics and Warehouse Management

Additional Mitigation Measures

- Define the scope of responsibility, conditions, and regulations in the contract with transportation service providers
- Specify the speed limit, insurance, etc.
- Supplier Training on Safe Driving
- Working Instructions for Operational Controls (e.g., in the event of an emergency shutdown)
- Monthly Emergency Drills
- Determine the operating window to control critical values from exceeding the design
- Social Responsibility Operations Procedures
- Organizational Communication Procedures
- Logistics Procedures
- Environmental Insurance
- Emergency Response Measure
- Drug and Alcohol Test for Drivers Before Work
- Random Behavior Check for Drivers
- Employment Contracts Related to Logistics
- Installing GPS in Logistic Trucks with Driving Speed Report

Integrate Findings and Taking Actions

Own Operations – Salient Issues



Community Standard of Living

Actual/ Potential Risk

- Traffic congestion due to chemical truck accident

Relevant Human Rights

- Right to access to effective remedies
- Right to an adequate standard of living

Existing Mitigation Measures

- Policies (i.e., Human Rights Policy, Corporate Governance Policy, Corporate Governance & Business Code of Conduct Handbook, Business Code of Conduct and Transparency, Whistleblower Policy)
- Whistleblowing Channel
- GC Management System (GCMS)
- Incident Management System (IMS)
- Business Continuity Management System
- Responsibility to Stakeholders
- Environmental Management System Certification (ISO 14001)
- Occupational Health and Safety Management System Certification (TIS 18001 and OHSAS 18001)
- Social Responsibility and Sustainable Development Strategy
- Community and Environment Management Procedures
- Occupational health, safety and environment committee
- Community Satisfaction Survey

Additional Mitigation Measures

- Define the scope of responsibility, conditions, and regulations in the contract with transportation service providers
- Specify the speed limit, insurance, etc.
- Supplier Training on Safe Driving
- Random Behavior Check for Drivers
- Employment Contracts Related to Logistics
- Installing GPS in Logistic Trucks with Driving Speed Report

Integrate Findings and Taking Actions

Tier-1 Suppliers and Contractors – Salient Issues



Group/ Sub-Group

- Feedstock/ Energy

Actual/ Potential Risk

- Forced labor
- Freedom of association and right to collective bargaining
- Discrimination and harassment
- Working condition
- Health and safety
- Community and indigenous rights

Preventive and Mitigation Measures

- **Supplier Code of Conduct** covers topics such as human rights and labor (i.e., respect human rights and adhere to the internal principles and laws, no use of forced or involuntary labor, no use of child labor, no discrimination or harassment, working conditions, freedom of association and collective bargaining), environment, health and safety (i.e., use of resources, environmental laws, health, safety, and occupational laws, pollution prevention, management of waste, air emissions and wastewater discharges, biodiversity and ecosystem services, health and safety workplace), etc.
- **Supplier Code of Conduct Handbook** compiles GC Group's standard policies and business principles requiring all suppliers and contractors to acknowledge the Supplier Code of Conduct and adhere to the same principles as GC Group.
- **Supply Chain Management** oversees an effective supplier selection process, assesses supplier risks and performance, directs and encourages suppliers to operate their business with environmental and social responsibility alongside corporate governance and in line with the Supplier Code of Conduct.
- **Quality, Security, Safety, Occupational Health, Environment, and Business Continuity Policy** requires the entire operation including vendors and contractors to adhere to GC principles regarding occupational health and safety and environment, with sufficient resources provided. For example, managing risks to prevent hazards, work-related illnesses, loss from accidents, injuries or property damages, and analyzing and developing action plans to prevent and address environmental issues.
- **Vendor Management System** manage suppliers and set measures to prevent and mitigate human rights risks that happen from suppliers using supplier assessment and supplier registration with clear criteria for each type of supplier, supplier performance monitoring, and supplier performance evaluation.

3 Track and Monitor Performance



GC Group has established a whistleblower policy and whistleblower system to receive opinions, suggestions, questions, and complaints from stakeholders within and beyond GC Group and subsidiaries. The scope of whistleblower policy covers any violations of the Business Code of Conduct and Corporate Compliance, any forms of fraud and corruption, employee discipline, or any other cases including human rights violations. The system focuses on protection of complainants and subjects of the complaint, response to complainants, and investigation and remedy.

The escalation process of grievances and disciplinary actions are publicized on GC Group website, accessible for all stakeholders. When a complaint has been received, the responsible function for each matter will investigate the issue, establish action plans to rectify the issue, and develop appropriate measures to prevent reoccurrence. The company will contact the whistleblower for additional information as well as provide progress or results in the specified timeframe. GC Group will also report the performance in dealing with complaints to specific issue committees to ensure appropriate actions.

Reporting Channel

Report to: Chairman of the Corporate Governance and Sustainability Committee, Head of Internal Audit,
Company Secretary
PTT GLOBAL CHEMICAL PUBLIC COMPANY LIMITED
555/1 Energy Complex, Building A, 18th Floor, Vibhavadi Rangsit Road, Chatuchak, Bangkok 10900

Email: whistleblower@pttgcgroup.com , corporatecompliance@pttgcgroup.com

Website: [Whistleblowing Form | PTT Global Chemical](#)

GC Group continuously track human rights and Business Code of Conduct performance to monitor the effectiveness of the company's measures. The Corporate Compliance Department has developed a database compiling complaint data for relevant departments, to analyze causes and risks, review, and offer recommendations to process owners aiming to determining additional appropriate control processes.

2024 Human Rights Performance Data from the risk assessment and complaint channels

0 cases of
Working Condition Violation
in Own Operations

0 cases of
Living Wage Violation
in Own Operations

0 cases of
Discrimination

0 cases of
Sexual Harassment

0 cases of
Non-sexual Harassment

0 cases of
Illegal Forms of Labor
(Forced Labor, Human
Trafficking, Child Labor)
In Own Operations

To monitor employee's fair wage, GC Group annually benchmarks our employee wages of all levels with the minimum wage of Bangkok and Rayong. GC Group also set KPIs related to living wage to track the company's performance.

The benchmarking results showed GC Group's minimum salaries exceeded mandated minimum wages. This reflects GC Group's commitment to fair compensation, aligning with ethical and social responsibilities. The analysis informs stakeholders of GC Group's adherence to global standards, ensuring employees' basic needs are met while promoting fair labor practices.

GC Group's KPIs related to living wage

Percentage of direct employees covered by a living wage benchmarking analysis

Percentage of direct employees paid below living wage

Percentage of all employees paid below living wage, including direct employees and non-employee workers

Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark

GC Group values transparency in our work operations with respect to human right. Therefore, we publicly disclose our human rights performance through our integrated sustainability report and the company's website. This includes our Human Rights Due Diligence (HRDD) process which encompasses Human Rights Risk Assessment (HRRRA) and Human Rights Impact Assessment (HRIA), along with the findings and mitigation actions taken to address salient issues. In the event of severe human rights violation, GC Group will announce the incident, impacts, remediation actions, and communication channels to affected rights holders and the public via the company's website.



Human Rights
Due Diligence



Human Rights
Risk Assessment



Human Rights
Impact Assessment