

# **Gulf Sustainability Policy**

## **Principle**

Gulf Energy Development Public Company Limited recognizes the importance of conducting business in a sustainable manner. We believe our success should be built on a foundation of good governance, social responsibility, environmental conservation and sound business practices. The Company has adopted the United Nations Sustainable Development Goals (SDGs) as a guideline for our sustainability policy and will work to ensure our business contributes to achieving the targets set out by the SDGs.

## **Objective**

This policy sets out the principles and guidelines under which all Company operations and activities should take place to ensure shared value is created for all stakeholders in a responsible and sustainable manner.

## **Scope**

This policy applies to all members of the Gulf group of companies including members of the Board of Directors, executive management team and employees.

## **Responsible persons**

This sustainability policy has been approved by the Board of Directors. The commitments herein will be undertaken by all Board members, the executive management team, and employees of the Gulf group of companies.

## **References**

Gulf Corporate Governance Policy

Gulf CSR Framework

United Nations Sustainable Development Goals

## Policy

Gulf Energy Development Public Company Limited will:

1. Strive to achieve sustainability in all dimensions of its operations – including the economic, environmental and social dimensions – and promote sustainable practices among all employees and community members
2. Act within the confines of the law, uphold its commitments to mandatory and voluntary agreements, and respect international standards of human rights and labor rights
3. Adopt good corporate governance practices to ensure transparency, avoid corruption, and encourage fair and ethical behavior
4. Assess and manage risks in a systematic manner through regular and consistent performance monitoring and evaluation, internal and external audits, and strong internal controls
5. Encourage dialogue and participation with internal and external stakeholders by establishing clear communication channels, providing accurate and reliable information, and managing complaints and requests for consults
6. Provide a safe and healthy work environment that promotes non-discrimination, gender equality, personal development and well-being
7. Adopt technologies and practices which reduce negative impacts on the environment, ensure a commitment to environmental protection during all stages of project development, and promote environmental awareness and conservation

These commitments shall be undertaken within the framework of good Corporate Social Responsibility to ensure the Company continues to create a net positive impact in all spheres where we operate.