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Good Corporate Citizenship under the UN Global Compact Policy

To participate in producing a happy society as intended by the UN Global Compact (UNGC), IRPC Plc is committed to doing business for sustainability together with Good Corporate Citizenship. To this end, it is responsible for supporting its total alignment with UNGC on human rights, labor, environment, and anti-corruption by declaring the following Policy on Good Corporate Citizenship under the UNGC for all IRPC Group employees to follow.

Human rights

Respecting and treating its employees, communities, and those in the supply chains in line with international human rights principles and legislation, IRPC safeguards the liberty and equality of all guaranteed or protected by Thai and international laws. In addition, it engages in no direct or indirect violation of human rights. Finally, it promotes human dignity and equal opportunities, avoiding discrimination on the grounds of race, religious belief, gender, skin color, faith, physical disability, and social status.

Labor

IRPC respects the fundamental rights and personal liberty under the Thai labor laws and International Labour Organization (ILO) treaties on the treatment of employees under labor protection laws. It promotes the liberty of partnership for negotiation under labor relations laws while abiding by applicable state regulations. IRPC exerts no bargaining power and coerces no employees into agreements depriving them of fundamental labor rights, nor does it employ illegal labor. In addition, IRPC abides by the Convention on the Elimination of All Forms of Discrimination against Women and by the Children's Rights and Business Principles under UNICEF. IRPC not only offers employment regardless of race, religious belief, gender, and skin color, but also promotes equal opportunities for doing decent work with efficiency, liberty, and human dignity.

Environment

In setting its guidelines and measures promoting environmental responsibility, IRPC is committed to safeguarding the surroundings from impacts potentially arising from its business conduct, ranging from assessing environmental impacts before investing in projects or businesses, applying suitable technologies in support of measures or procedures enforced to prevent environmental harm, promoting innovations or green technological development, to cultivating awareness of environmental, occupational health, and safety responsibility among its employees or those in its supply chains.

Anti-corruption

IRPC proceeds with integrity and ethics in each step of its businesses while observing laws and universal best practices to prevent and resist frauds, as well as bribery of all forms. Taking steps to root out corrupt practices, bribery, and coercion of all forms, it institutes instruction and promotion of understanding of measures concerning anti-corruption and bribery involving all employees and those in its supply chains. Finally, it puts in place convenient, suitable, and efficient whistleblowing channels and processes.