

Corporate Sustainability Management Policy



Sikarin Public Company Limited

Sikarin Public Company Limited (the "Company") recognizes the importance of developing and improving operational efficiency and adapting to various challenges in a timely and continuous manner based on the principles of good governance to ensure stable and sustainable business growth. The Environmental, Social and Governance (ESG) Policy and Regulations or Sustainability and Social Responsibility have established sustainability management policies that focus on three dimensions, namely economic, social, and environmental dimensions, which are in line with the goals of the business and the current situation, which will lead to sustainable growth.

1. **Economic dimension**

- Good corporate governance and business ethics
- Effective Risk Management
- Responsible supply chain management

Goal: Generate sustainable returns Continue to grow your business. Under good corporate governance and relevant laws, we are ready to create mutual benefits with all stakeholders.

2. **Social dimension**

- Human Rights and Labor Practices
- Human Resource Care and Development
- Creating value in sales and service, developing new innovations.
- Community and social participation and development

Goal: Respect for basic human rights to promote respect for rights and freedoms through non-discrimination. Supervise wages at an appropriate level and review them regularly. Develop and take care of personnel to be ready for the growth of the organization, be a Company that has gained trust and trust in providing services for various projects, as well as promoting access to technology for the community and society.

3. **Environmental dimension**

- Water Resource Conservation
- Energy efficiency Promote the use of renewable energy.
- Efficient waste management

Goal: Promote the use of resources in a respectful manner, systematically manage resources, including reducing and disposing of waste, electronic waste, hazardous waste, and waste in a proper manner. Efficient use of solar energy, reduction of greenhouse gas emission intensity based on the proportion of direct and indirect greenhouse gas emissions.

Development Policy and Community and Social Engagement

The Company recognizes the importance of development and participation in the community and society. Our employees are an important resource in driving the business to achieve its goals and leading the organization to sustainable growth, along with continuous care and development of society and community to promote participation in improving the quality of life. The following social policies and guidelines are established:

1. Conduct business in accordance with the principles of good corporate governance, respect for human rights and fair treatment of workers.
2. Strengthen and develop employees in the organization to be knowledgeable and competent, create innovative sales and service models to support the growth of the Company, as well as supervise remuneration and benefits to an appropriate level along with comparative analysis with businesses in the same industry, and organize the organization within the framework of the law.
3. Consider the needs of the community and encourage employees to participate through various activities to create opportunities for access to information technology and improve the quality of life of the community, such as donating computers, promoting knowledge in electronic form, installing systems for access to information technology in remote areas, etc.
4. Build good relationships with organizations, both public and private, as well as community leaders at various levels, as well as all stakeholder groups, to build good relationships and be able to coordinate cooperation in sustainable and concrete community development.

Environmental Management Policies and Practices

The Company is aware of its duties and responsibilities to the environment and is committed to improving the efficiency of environmental management by covering the Company's operational activities or services.

1. Comply with the law, strictly comply with regulations and environmental requirements in the Company's activities.
2. Cultivate and create a sense of awareness among employees at all levels to take into account environmental responsibility to understand and appreciate the importance of environmental responsibility by providing employee training and campaigns through various activities in the field of the environment that are in line with international standards ISO4001 and other related standards.
3. Develop and improve the environmental resource management system, as well as continuously improve and review the work process to reduce negative environmental impacts, as well as support the efficient and appreciative use of resources

4. Support the procurement and procurement of environmentally friendly goods and services, including encouraging suppliers, contractors, and external service providers to provide environmentally friendly services.

Note: Some of the social and environmental practices are included in the Business Ethics Handbook under the topic "Policies and Practices for Society, Community, and Environment".

This Corporate Sustainable Development Policy is the 2nd revision and amendment, effective from 20 January 2024 onwards, by the resolution of the Sustainability Committee at its meeting No. 1/2024 on 19 January 2024.



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Pol. Lt. Gen. Jarax Sangtaweep

Chairman of Sustainability Committee