



Eastern Polymer Group Public Company Limited

Sustainable Development Policy

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Sustainable Development Policy

Eastern Polymer Group Public Company Limited (the “Company”) and its subsidiaries are committed to doing our business in respect to good governance while operating in a socially and environmentally responsible manner and creating all stakeholders’ values to achieve our business goal, **Corporate Sustainability**. Therefore, the Board of Directors has launched a “Sustainable Development Policy” for directors, executives, employees, and contractors at all level to collectively promote and implement as a part of our culture, concerning economic, social, and environmental benefits to leverage the sustainable development to the next level.

Objectives

1. To create awareness and understanding in responsible for sustainable development guidelines
2. To ensure our business sustainable development

Scope

This policy applies at all levels, from directors, executives, and employees of Eastern Polymer Group Public Company Limited and its subsidiaries.

Business Philosophy and Principles

Pursuing stable and sustainable growth begins with a leadership. The role model should be emphasized in the organizational culture by conveying ideas, morals, ethics, philosophy of life, harmony, and sympathy based on our business core philosophy “Once received from the society, always give back to the community.” Any decision will always take into prior consideration to the company’s moral principles; being a high moral organization with quality management for stable and sustainable growth.

We have realized our business philosophy as the cornerstone of sustainable growth, so we have developed a sustainable development policy in each area along with its implementation practices as follow.

Sustainable Development Policy

1. Governance Policy

■ Policy

We are committed to operating business with our moral principles, promoting good governance and effective risk management under the Code of Conduct while supporting compliance guidelines, regulations, procedures, international standards and anti-corruption guidelines with transparency and accountability.

■ Practices

- 1.1 Strictly comply with laws and regulations related to the business in each country which we operate.
- 1.2 Ensure all employees on their implementations of the company’s policy, practices, Code of Conduct, notifications, and orders as defined.
- 1.3 Adhere to good morals and focus on equality and integrity as mentioned in our principles; being a high moral organization with quality management for stable and sustainable growth.

- 1.4 Provide communication channels for complaints in case of violation of business ethics, rules, and regulations with a fair and transparent management process.

2. Economic Policy

▪ Policy

We have put emphasis on the long-term business performance with three main areas: including, 1) Fostering innovative leadership by investing in advanced technology and highlighting R&D for innovative products, 2) Being a business leader in the global market to secure our customer base, and 3) Creating sustainable growth by delivering values for all stakeholders, society, and communities.

▪ Practices

- 2.1 Continuously develop products and create values for the company and stakeholders, as well as society and the environment.
- 2.2 Improve production and management processes to be more efficient, resulting in lower operating costs, natural resources consumption and environmental and social impacts.
- 2.3 Constantly promote all developments and improvements in each activity by setting goals, assessments, monitoring, and evaluations economically, socially, and environmentally.
- 2.4 Encourage all stakeholders in business supply chain to support sustainable development practices.

3. Environment Policy

▪ Policy

We acknowledge our role to manage environmental impacts. We are prepared to effectively response to all upcoming business opportunities and challenges on environments especially on climate change, and natural resources limitation. We support and promote cost-effective use of resources and develop environmentally friendly products as well as participate in related environmental activities.

▪ Practices

- 3.1 Be fully responsible for any environmental impacts caused by our business operations by following relevant environmental laws and international standards. We strictly uphold our environmental management policy and control over the production waste and pollution affecting the environment, society, and communities.
- 3.2 Determine to develop environmentally friendly products.
- 3.3 Promote energy and resources conservation in a cost-effective and efficient manner in line with international standards on energy conservations while seeking ways to reduce and recycle resources and energy consumption in our business operations.
- 3.4 Encourage all employees and stakeholders to participate in energy and resources conservation and environmental protection activities.
- 3.5 Assess any risks and impacts of climate change on our manufacture and business by identifying potential measures on climate change for business sustainable growth.
- 3.6 Strive to reduce internal greenhouse gas emissions by improving production processes and products to lower waste and greenhouse gas. Support the green area expansion for carbon dioxide absorption while promoting ecological restoration and maintaining biodiversity.

4. Society and Communities Policy

■ Policy

As parts of the communities, we take full responsibility of all stakeholders and society. We value human resources internally and externally. We give supports to employees on their development and promotion, as well as promote activities to uplift the community's quality of life. We deliver products and add more values in response to customers' need, aiming to facilitate and add further value to communities and support their development for better living.

■ Practices

- 4.1 Promote communities and related stakeholders' participation by ensuring public opinions, transparent and creative discussion, and their presence in all activities.
- 4.2 Strengthen our business growth while developing employees' and communities for better living.
- 4.3 Recognize product standards by offering valuable products with hygiene and safety to customers, society, and environment for their good living.
- 4.4 Cooperate with government agencies, industry associations, business partners, civil society, and stakeholders to develop suitable standards or practices for community and society.

5. Safety, Occupational Health, and Working Environment Policy

■ Policy

We attach importance to safety, occupational health and working environment. We encourage employees on their safety knowledge, organize operational activities, and provide safe workplaces that is not harmful to health to prevent hazards and reduce work risks. We also comply with applicable laws and regulations, including continuous improvement of safety, occupational health and working environment.

■ Practices

- 5.1 Put safety, occupational health, and employees' wellbeing, including all stakeholders, as a top priority, by having the subsidiary set a policy in accordance with the international safety and occupational health standards system.
- 5.2 Supervise the entire management process to ensure safety in life and property. Assess work risks and establish risk control measures, as well as monitor operational supervision to reduce accidents and diseases caused by company's work.
- 5.3 Comply with safety, occupational health and work environment laws and requirements.
- 5.4 Improve safety standards and do not take any action without safety control measures, including not having properly and adequately safety equipment and training. Encourage employees to operate in a safe way to avoid any accidents or injuries caused by the operations.
- 5.5 Encourage employees' awareness and cultivate safety culture and social responsibility consistently.

6. Human Rights Policy

■ Policy

We value human rights and are committed to conducting business ethically while demonstrating respect for human rights, human dignity, and fair treatment. We believe good quality of life comes along with high quality of work performance. To ensure the business operations are free from human rights violations, we have set out another separate human rights policy and practices.

7. Innovation Policy

■ Policy

We strive to promote R&D for the best innovative and safe products to mankind, society, and environment. This includes developing and improving processes and services with innovation. We promote innovation and new business that deliver value for the organization, stakeholders, society, and environment. We have formulated the vision to become a “Creative Innovation Organization” for value added and long-term growth.

■ Practices

- 7.1 Innovation refers to ideas reinvented or furthered from the original concept which can add and create values for companies, stakeholders, society, and environment.
- 7.2 Make innovation an important factor in the business operations of all business units. The company's innovations must create value or value economically, socially, and environmentally. For example, promoting or improving the quality of life of people in society, solving environmental problems, and promoting safety in production processes, reducing costs and energy consumption, etc.
- 7.3 Support and upskill all people in the company to have knowledge and ability to continuously innovate through training or further education and create opportunities for employees to participate in innovation development, as well as encourage innovation to be part of the core behavior of employees.
- 7.4 Encourage the continuous adoption of innovation in the work process, products, and services development for more efficiency and success of the company's business operations.

8. Risk Management Policy

■ Policy

We are determined to promote risk management throughout all businesses' value chains economically, socially, and environmentally to allow immediate and effective response to rapid changes in the current situation and future challenges while being able to grow steadily and sustainably.

■ Practices

- 8.1 Assign all levels of employees to be responsible for risk management in the company value chain and their operating processes with appropriate and adequate management.
- 8.2 Establish an internal risk management process to allow more effective risk management while reducing any impacts from operations.
- 8.3 Align all risk management operations in each unit with the same direction and ensure its continuity in identifying, analyzing, evaluating, prioritizing, managing, controlling, and monitoring risks. Make sure to implement risk management systems as part of any decision-making, strategic planning, business plans and operations to help achieve its goals.
- 8.4 Cultivate a risk management culture by encouraging people of all levels to have knowledge, understanding, and shared responsibility in terms of risk. This will help improve risk control and lower risk impacts in the organization both in managerial and operational processes.

This policy is effective on March 2, 2021 onwards.