

## Corporate Sustainability Policy

Sri Trang Agro-Industry Public Company Limited (“the Company”) and its subsidiaries are firmly committed to environmental and social responsibility in conducting business throughout the value chain through operational excellence, transparency, with emphasis on participation and continuous business development, compliance with international sustainability practices and standards, in striving to be an organization of commitment and dedication to propel every possibility in becoming a green rubber company according to the vision of the Company. To this end and with the corporate aim to create good practice, confidence, a balance between business value and value to all stakeholders, as well as to manage risks to reduce impacts on business operations, the Company has therefore announced the corporate sustainable development policy encompassing current and new business operations both domestically and internationally on sustainability topics as follows:

### **Corporate Governance and Economic Dimension**

#### **Good Corporate Governance**

Operate the business in accordance with the principles of good corporate governance in compliance with all applicable local, national and international laws, regulations , and best practices in relation to conducting business in a responsible and participatory manner with all stakeholders, including effectively managing risks and business opportunities taking into account the benefits to all groups of stakeholders.

#### **Ethical and Transparent Business Conduct**

Promote anti-corruption in all forms including extortion and bribery , establish and maintain a company grievance mechanism that is operated in a manner that is consistent with the UNGP effectiveness criteria to receive complaints and remedy adverse impacts, ensure disclosure of business operations in a transparent and verifiable way so that stakeholders receive equal information, as well as avoid operations that may cause conflicts of interest, intellectual property infringement and transgression of personal data.

#### **Responsible Development of Innovation, Products and Services**

Promote the development of business innovations, products and services to create business sustainability and respond to the needs and expectations of stakeholders through research and



development, cooperation with external organizations, as well as accurate and adequate communication of information regarding business innovations, products and services for stakeholders' decision-making.

### **Sustainable Supply Chain Management**

Assess and manage supply chain risks to prevent and reduce the impact that may occur to business operations and promote and support business partners to operate responsibly so as to create sustainability throughout the value chain. For natural rubber supply chain ,the Company support natural rubber producer ,smallholder with the knowledge to properly operate rubber plantations in order to increase yield and quality, as well as conducts supply chain risk assessments and mapping by regularly engaging and assessing natural rubber suppliers through supporting mechanisms and monitoring systems to manage ESG risks in the natural rubber supply chain and prioritize risk mitigation actions. In case of suppliers' non-conformance with the Company's policies and/or requirements, the Company shall develop time-bound implementation plans to move suppliers towards conformance and/or remediation or past or ongoing harms. The Company supports traceability of the purchased natural rubber, at a minimum to an appropriate jurisdiction level, to know or control the conformance of purchased materials with established standards and policies. The Company also regularly engages supply chain to support their conformance with the Company's policy commitments through effective incentives, support mechanisms, and purchase monitoring systems.

### **Merger & Acquisition Due Diligence**

Conduct comprehensive ESG assessments of any new investment, merger or acquisition to prevent short-term and long-term adverse impacts that may affect the achievement of the Company's goals.

### **Environmental Dimension**

#### **Sustainable Resource and Environmental Management**

Manage environmentally friendly business operations by implementing environmental management systems, maximizing natural resources efficiency, and preventing environmental impacts. These include air pollution control at its sources by using air pollution treatment systems, water and wastewater management using the 3Rs principle to reduce water resource consumption, waste management emphasizing waste utilization following Circular Economy



principle to reduce waste generation. We also commit to no deforestation, and zero conversion of biodiversity and ecosystems to prevent environmental degradation.

### **Energy Efficiency Management and Climate Change Mitigation**

Manage business operations to minimize rate of energy consumption by improving energy efficiency and business processes as well as to increase the proportion of renewable energy usage by using low-carbon technologies and renewable energy to minimize and mitigating GHG emissions or carbon emission. We also focus on implementing carbon sequestration projects to help pursue the Company's Carbon Neutrality and Net-Zero Emissions goal.

### **Social Dimension**

#### **Occupational Health & Safety Culture Operations**

Promote the establishment of an occupational health and safety management system in accordance with international standards and take proactive action to prevent occupational injuries and illnesses to create a culture of safety and wellness at work throughout the organization.

#### **Human Rights Promotion and Support**

Respect, protect and abide by the principles of human rights and non-discrimination in compliance with internationally recognized human rights guidelines (including uphold the UN Guiding Principles on Business and Human Rights (UNGPR)), practices, charters, agreements and relevant laws by avoiding causing or contributing to adverse human rights impacts and preventing or mitigating any harm linked to company operations. In addition, Employees, stakeholders and vulnerable at-risk groups are treated with equality and fairness. The Company also upholds applicable labor rights and labor laws in the jurisdictions where the Company operates. Furthermore, The Company upholds the intent of the International Labor Organization's eight core conventions which include:

- a. Freedom of association and collective bargaining (ILO Convention No. 87 and No. 98)
- b. No forced labour (ILO Convention No. 29 and its 2014 Protocol)
- c. No child labour (ILO Convention No. 138 and No. 182)
- d. Decent living wages
- e. No discrimination (ILO Convention No. 111 and No. 100)



- f. Legal working hours
- g. Safe and healthy workplaces
- h. No abusive practices (ILO Convention No. 105)
- i. Gender equity
- j. Safeguards apply to all workers, including contract, temporary and migrant workers.

### **Employee Stewardship and Development**

Emphasize taking care of employees and provide continuous support for employee learning and training to develop the necessary latest knowledge, abilities and skills which will lead to opportunities, career advancement and help drive the sustainable growth of the organization.

### **Social Responsibility and Development**

Promote participatory community development and instill positive awareness of social responsibility in business operation to create shared value through various social projects and activities with the goal of supporting decent living conditions of local communities, the right to food and food security of individuals, households and supporting the economic, social and cultural rights of local people, including through access to education and employment. In addition providing assistance and shared opportunities for the underprivileged in society or those affected by natural disasters to create a society of compassion and mutual care.

It is mandatory for the Company's directors, executives, all employees, workers and subsidiaries to support, uphold and act in accordance with this policy to create sustainability culture throughout the organization, as well as sharing the policy to all stakeholders.

Announced on 02 February 2024 and effective henceforth.



( Mr. Veerasith Sinchareonkul )

Managing Director

