



SIAMRAJATHANEE

PUBLIC COMPANY LIMITED

Corporate Social Responsibility Policy

Approved by the Board of Directors No. 4/2021

On August 11, 2021



Edit Note

Edit the time	Date of approval	Correction details	Reason for improvement	Approved by
00	June 19, 2019	Made for the first time.	-Transform the company.	BOD 3/2019
01	August 11,2021	Update No.1/2021	- According to the principles of good corporate governance.	BOD 4/2021





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Corporate Social Responsibility Policy

Siamrajathanee Public Company Limited (the “Company”) operates its business under the framework of good corporate governance principle, transparency, and accountability, with a commitment to business development along with creating a balance of economy, society and environment.

The Company is determined to maintain itself as a company that is a good example of society (Good Corporate Citizen) in carrying out its business sustainably and able to manage its business to grow stably and be accepted in the society based on ethics and good corporate governance principle and able to generate returns to shareholders effectively taking into account the impact of business operations on those involved in all aspects.

Due to the awareness of the Company's corporate social responsibility, it has established policies regarding corporate social responsibility in various areas as follows:

1. Conducting business with fairness

The Company has determined its guidelines for taking care of stakeholders in the code of conduct in respect of business operation by taking into account the responsibility to all stakeholders ranging from shareholders, employees, customers, business partners, contractual parties, communities, society and environment and promoting fair trade competition and avoiding actions that may cause conflicts of interest and intellectual property infringement, including anti-corruption of all kinds on the following topics:

(1) Corporate governance

The Company is committed to conduct its business properly with honesty, fairness, transparency, disclosure of important information and verifiable information. The Company will consider the benefits and impacts on shareholders, customers, business partners, employees and all stakeholders and it will share benefits appropriately and fairly.





(2) Social responsibility

The Company has a policy on corporate social responsibility (CSR) under ethical principles in order to ensure fairness to all stakeholders, as well as to apply good corporate governance principle as a guideline for maintaining a balance of economic, community, social and environmental operations that will lead to sustainable business development.

(3) Compliance with laws, rules and regulations

The Company attaches great importance to compliance with local and national environmental, health and safety laws and regulations, as well as in compliance with the international code of conduct by requiring its directors, executives and employees to comply with laws, rules, regulations and shall not participate in, assist or act that violates all relevant laws and regulations.

(4) Compliance with intellectual property laws

The Company does not support any action that will infringe intellectual property by requiring directors, executives, and employees to comply with laws and regulations and shall not participate in any acts that violate the law and regulations relating to intellectual property.

(5) Encouraging the efficient use of resources

The Company encourages directors, executives, and employees at all levels in the organization to use resources efficiently, appropriately and sufficiently and for greatest benefit, including communicating, providing knowledge, supporting and creating awareness among employees and all related parties on the use of existing resources for greatest benefit to the organization.





2. Respecting Human Rights

The Company places importance on respecting human rights with the desire to create equality and equality both within and outside the organization. The Company regularly monitors and ensures that its business is not involved in direct or indirect violations of the rights and freedoms of individuals, such as by not supporting forced labor, against the use of child labor. The Company respects and treats all stakeholders fairly on the basis of human dignity and does not discriminate, including the fair treatment of all Company personnel without discrimination of their origin, race, sex, age, color, skin, religion, physical condition, nationality, or other status not directly related to work performance. The company also encourages surveillance of compliance with human rights requirements within the company and encourages compliance with international human rights principles. In addition, the company's responsibilities for human rights extend to subsidiaries, joint ventures and business partners.

3. Fair treatment of labor

The Company has a policy to ensure that all employees live together under a happy and respectful working environment, and the Company treats employees at all levels like brothers and sisters without taking advantage of each other. For employee care, the Company has human resources management in every step to achieve the highest efficiency, from recruiting personnel, developing personnel, including continual training for employees, fair compensation, and appropriate welfare arrangements. In addition, the Company encourages all employees to have the opportunity to progress in their work, gain learning at all levels of the organization and develop skills to enhance professionalism in the right working environment. The Company's policies are as follows:

- (1) Payment of remuneration and welfare to employees





The Company has a policy to pay compensation in the form of salary and/or bonuses that are fair and appropriate according to their potential, including creating career stability and opportunities for fair career advancement and providing various benefits for employees as required by laws such as social security and other benefits other than those required by laws such as health and accident insurance as well as various types of allowances, such as employee allowances for the employees' deceased parents' funeral expenses.

(2) Knowledge and potential development of employees and training

The Company has a policy to promote personnel development by encouraging employees to develop their knowledge, abilities, potential, good attitude, moral and ethics, and teamwork. In addition, the Company supports the development of the organization and human resources by emphasizing on efficient work processes and clearly determining the roles and duties of the employees and appropriate remuneration including the development of an assessment system and methodology for increasing the performance of the employees.

(3) Occupational Safety and Health Policy

The Company has established policies that encourage employees to work safely and have good workplace hygiene. The Company focuses on preventing accidents that may occur to the best of their ability and will strengthen employees' safety awareness. In addition, the Company provides knowledge through training and encourages employees to have good health and the Company shall not take any acts that will create negative impact to the health of customers or service recipients, including ensuring that the workplace is always hygienic and safe.

4. Responsibility to customers and consumers





The Company takes into account the highest satisfaction of customers who purchase goods and services from the Company, including consumers who use the products and services produced by the Company with fair prices, quality and responsibility to customers and consumers in accordance with the following guidelines:

1. The Company is committed to developing products and providing comprehensive services, providing fast and quality service to meet the needs of customers and consumers continuously. The Company's personnel shall be dedicated to fully satisfy the needs of customers and consumers with reasonable prices, timely conditions, quality, without limitation on consumer rights and fair conditions for consumers.
2. The Company shall not do anything that deceives or misleads the quality of the Company's products and services.
3. The Company is committed to improving the safety of the use of its products and services, taking into account that the safety of consumers is of paramount importance. The company shall set up warning signs and safety checks in the workplace, strictly campaign and train employees on safety for consumers on an ongoing basis.

5. Caring for the environment

The Company attaches great importance to the analysis of risks and impacts on the environment and safety in all processes of its business operations, including the efficient use of resources and energy saving according to international principles.

6. Participating in community or social development

The Company has a policy to conduct business that is beneficial to the economy and society and to adhere to good citizenship and to comply with all relevant laws and regulations. The Company is committed to developing, promoting, and upgrading the quality of life of the society and community where the Company is located, with better quality along with the Company's growth.





The Company adheres to the policy to care for and build relationships with nearby communities. Therefore, the Company regularly supports community activities by implementing various projects that take into account the suitability and benefits that communities and society will receive for sustainable community development, including organizing employees of the Company to participate in community activities as well as to support activities in the community on a regular basis.

7. Preparation of social and environmental reports

The Company will disclose information in compliance with corporate social responsibility guidelines for the benefit of all stakeholders by preparing a report revealing social and environmental performance that covers business operations, environment, safety and social issues including accurate information preparation and various information dissemination channels for stakeholders to conveniently access information.

In order the operation of the Company in the same direction, the Corporate Social Responsibility Policy has been announced. This policy shall be effective on 11 August 2021.

Siamrajathanee Public Company Limited

Signed.....

(Mr. Weidt Nuchjalearn)

Chairman of the Board of Directors

