

Social and Environmental Responsibility Policy



Sikarin Public Company Limited.

Social and Environmental Responsibility Policy

Principles and Importance

Sikarin Public Company Limited (the “Company”) recognizes the importance of social and environmental responsibility and its stakeholders, so the Company has a Corporate Social Responsibility (CSR) policy which sets out 9 principles: fair business practices, anti-corruption, respect for human rights, fair treatment of labor, responsibility to consumers, environmental management community and social development, innovation and dissemination of innovations obtained from socially responsible operations for the environment and stakeholders, and the preparation of social responsibility reports to ensure that the Company's business operations comply with the principles of corporate social responsibility guidelines set forth by the Stock Exchange of Thailand. The details are as follows:

1. Fair Business Operations

- 1) The Company is committed to conducting business with honesty, fairness, and conducting business in a socially responsible manner, both legally and ethically, and striving to do good for individuals, community groups, society and the environment. With sufficient information and evidence that can be referenced, as well as strictly comply with relevant laws and regulations, as well as cooperate with government officials.
- 2) Treatment of suppliers: the Company will treat its suppliers fairly. Do not demand or receive any unfair benefits from suppliers, and if any conditions cannot be met, immediately notify the suppliers in advance to jointly find a solution.
- 3) Treatment of competitors: the Company will treat its competitors under the framework of fair competition, and do not seek confidential information of competitors in a dishonest manner.
- 4) The Company encourages the Company's employees and personnel to be aware of the importance of conducting business with fairness in accordance with the laws and the Company's Code of Business Ethics including the subsidiaries and associated companies, must accept and apply the same fair business policy.

2. Anti-Corruption

The Company's personnel, including the Company's directors, executives and employees, must strictly comply with the Company's anti-corruption policy, charter, and Code of Conduct as follows

- 1) Do not solicit and pay bribes to any other person with whom they have been contacted, including government agencies, to obtain improper benefits.
- 2) Refrain from accepting gifts, receptions, or sponsorships from customers or partners that are of unnecessarily high value. If it is necessary to receive gifts on traditional occasions that exceed the value specified in the Charter and the Company's Code of Conduct, the employee shall report to the Company for acknowledgment and submit to the Company.

- 3) Be careful about giving and receiving gifts, property, or any other benefits, including receptions, which must be for business purposes or in accordance with tradition. It must not significantly affect the decision-making of the Company's employees and must be in accordance with the Company's Charter and Code of Conduct.
- 4) In order to provide grants and donations to public charity, there must be clear and reliable evidence of donations to ensure that the grants and donations to public charity are not used as an excuse for corruption.
- 5) Comply with the Company's regulations and operating procedures by establishing an internal control system to prevent corruption. The authority to approve the payment and the responsible limit must be in accordance with the Company's regulations and must have clear documentary evidence.
- 6) Don't neglect or ignore If any act of corruption or corruption that affects the Company is found, the Company must immediately notify the supervisor and must comply with the policy on receiving complaints of corruption and wrongdoing, as well as strictly comply with the Charter and Code of Conduct of the Company.
- 7) The anti-corruption policy is communicated to all levels of the Company through various channels such as employee training. In addition, the Company also provides training for the Company's personnel to educate them about the policies and practices in anti-corruption, and to promote honesty, integrity and responsibility in performing their duties and responsibilities, and to create a common understanding of giving and receiving gifts, property or other benefits. Hospitality for business purposes or traditionalism Funding and donations for public charity.

3. Respect for Human Rights

The Company recognizes that the business must respect the life and human dignity of all people. This is the foundation of human resource management and development, as well as building human relations in society.

Therefore, the Company has a policy to promote and encourage compliance with the principles of basic human rights and equality. Regardless of differences in race, color, gender, language, religion, political beliefs, or any other belief. The Company regularly monitors and supervises the Company's business from being involved in direct or indirect violations of the rights and freedoms of individuals, such as not supporting forced labor, opposing child labor, respecting and treating all stakeholders fairly on the basis of human dignity, as well as encouraging the monitoring of compliance with human rights requirements within the Company and encouraging compliance with human rights principles in accordance with international standards, in accordance with the spirit of the Universal Declaration of Human Rights of the United Nations. The responsibility of the human rights business also extends to its subsidiaries, joint ventures and partners. In addition,

the Company has guidelines to encourage and provide opportunities for employees to express their opinions or complain about the violation of individual rights.

4. Fair Treatment of Workers

The Company believes that human resources are the most important factor in business operations to create value and returns for the business, as the Company's operations in various fields require knowledge, ability, and dedication both physically and mentally to achieve the goals.

Therefore, the Company has established guidelines for the treatment of its employees by non-discrimination in employment. Encourage employees to have freedom of association and are willing to participate in negotiations to ensure that employees receive social protection, as well as provide welfare and an environment that takes into account health and safety at work.

In addition, employees must be treated fairly, support the development of their potential for advancement and increase their work efficiency, as well as encourage employees to have an understanding of the code of ethics that employees must follow. Arrange welfare for employees appropriately and treat employees as well. The Company's policies are as follows:

1) Payment of remuneration and welfare to employees

The Company has a policy of paying remuneration in the form of salary and/or bonuses that are fair and appropriate according to the potential of employees, as well as creating career security and fair career advancement opportunities, and providing various benefits for the Company's employees as required by law.

2) Developing the knowledge and potential of directors, executives, employees & training

The Company has a policy to promote the development of personnel at all levels by encouraging employees to develop knowledge, abilities, potential, good attitudes, morals and ethics, and teamwork. In addition, the Company supports the development of the organization and human resources by emphasizing effective work processes. Clearly defining the roles and responsibilities of employees. Determining the right yield System Development Evaluating and Improving Employee Performance.

3) Occupational Safety and Health Policy

The Company has established policies that encourage employees to work safely and have good workplace hygiene, focusing on preventing accidents that may occur to the best of their ability, and strengthening employees' awareness of safety.

5. Consumer Responsibility

1) The Company will treat customers fairly in relation to products, without discrimination, and not disclose customer information that they have learned about during their business operations. Not disclosed, unless it is disclosed in accordance with a legal obligation.

2) The Company allows customers to complain about product imperfections, including disclosing information about products and services accurately and completely to consumers.

- 3) The Company will comply with the terms and conditions with customers in a fair manner. If the terms and conditions cannot be complied with. We must quickly inform customers to find a joint solution.
- 4) The Company adheres to fair marketing with a policy of providing customers with accurate information about the Company's products. It is not distorted, ambiguous, or exaggerated so that customers have accurate and sufficient information to make decisions.
- 5) The Company organizes various activities to strengthen the relationship between customers and the Company in a sustainable manner.

6. Environmental Management

The Company recognizes the importance of the environment to human life. Meanwhile, today's society is beginning to realize the importance of protecting the environment seriously. The Company recognizes the importance of pollution prevention. Efficient use of resources energy saving in accordance with international principles and protection of the environment and biodiversity.

7. Community and Social Development

The Company has guidelines to implement or control compliance with relevant laws and regulations and be socially responsible, including cooperating, assisting, supporting, and volunteering for activities that benefit the community and society to promote economic strength as well as social and cultural restoration.

8. Innovation and dissemination of innovations obtained from socially responsible operations. Environment and Stakeholders

The Company encourages innovation both at the level of work processes within the organization and at the level of cooperation between organizations, which means doing things in new ways and can also mean changing mindsets. Product development to add value. The goal of innovation is to make positive changes to make things change for the better. This is to maximize the benefits to society.

Disseminating innovation is considered a social responsibility. By communicating and disseminating to stakeholder groups both directly and indirectly. Through various communication channels, the Company's information reaches the Company's stakeholders thoroughly.

9. Preparation of Social Responsibility Reports

The Company is committed to demonstrating its social responsibility by preparing a social responsibility report that identifies various issues, including general issues, environmental issues, and social issues, which are in line with the guidelines for preparing sustainability reports, such as identifying corporate sustainability policies and goals. Major Events, Plans, Goals, and Long-Term Vision Structure and form of management to the Board of Directors.

Implementation and reporting

The Company will conduct a social responsibility report covering its business operations. The Company will disclose it to the public along with the annual report as a channel for disseminating information so that stakeholders can access the information.

Activities for the benefit of society and the environment (After Process)

In addition to the Company's clear policy and emphasis on social responsibility. Along with business operations and strictly implementing the policy, as part of building a quality society and environment. The Company also intends for its employees to organize activities for the benefit of society. This is to encourage all employees to have a sense of social development and to build good relationships between employees in the Company.

This Social and Environmental Responsibility Policy is the 3rd revision and is effective from 22 February 2025 onwards, according to the resolution of the Sustainability Committee at its meeting No. 1/2025 on 21 February 2025.



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Pol. Lt. Gen. Jarax Sangtaweep
Chairman of Sustainability Committee

Training and education of environmental personnel

The Company has established an environmental management policy and a business development policy for sustainability, in which executives at all levels in the Company encourage all employees to participate in the implementation of the policy and communicate the results of the implementation to relevant parties. In addition, the Company has encouraged employees to be aware of the environment by organizing training for employees both inside and outside the Company. Various training courses include:

1. The training course for new employees will be trained on the topic of SHE Management.
2. The training course for new employees will be trained on the topic of Basic Safety Training.
3. Organize awareness training on energy and environmental conservation for personnel in all departments.
4. Organize training on energy conservation law for relevant personnel.
- 5 . Organize training on wastewater management and treatment for personnel in relevant departments.
6. Organize training on solid waste and waste management for personnel in related departments.

The Company has continuously organized training to educate environmental personnel and after each training, has collected and evaluated the results of employees' participation in the training to ensure that the training has been carried out in accordance with the specified objectives and as information for improving the training curriculum in the future.