

Environmental Management Policy and Guidelines



Sikarin Public Company Limited

Environmental Management Policy and Guidelines

Sikarin Public Company Limited recognizes its role as a healthcare service provider with a responsibility to society and the environment. Systematic environmental management is therefore a core priority for the organization, as environmental quality has a direct impact on the well-being of patients, their families, healthcare professionals, and all hospital staff. Sikarin has developed its environmental policy and management practices in alignment with the national sustainable development agenda, the 20-Year National Strategy (Public Health), and the Green & Clean Hospital initiative. These efforts are carried out alongside compliance with international standards on environmental, occupational health, and safety management, such as ISO 14001 and ISO 45001. Furthermore, the company has adopted the United Nations Sustainable Development Goals (UN SDGs) as a strategic framework, with the aim of achieving a balanced integration of economic, social, and environmental dimensions in a tangible and practical manner.

Sikarin's environmental management initiatives encompass efficient resource utilization, waste management, water resource management, pollution reduction, energy conservation, greenhouse gas emissions reduction, and the protection of ecosystems and biodiversity. In addition, the company actively promotes environmental awareness and eco-friendly behavior among employees at all levels, fostering an organizational culture rooted in the conservation of natural resources and sustainable environmental stewardship. This policy aims not only to raise operational standards within the organization but also to generate positive impacts on surrounding communities and society at large. It serves as a driving force for the company's sustainable growth, in line with the Sufficiency Economy Philosophy and Thailand's BCG (Bio-Circular-Green Economy) model.

Scope of the Policy

This Environmental Management Policy and Guidelines apply to Sikarin Public Company Limited (the "Company"), which refers to Sikarin Public Company Limited and all its affiliated entities within the Sikarin Group. The term "Company" used throughout this document refers collectively to all such entities.

Objectives

To establish a systematic framework for environmental management, including strategic direction, goal setting, and operational practices aligned with sustainable development principles. The aim is to foster a balanced approach across economic, social, and environmental dimensions throughout Sikarin's value chain. The policy emphasizes minimizing environmental impacts from hospital operations, promoting the

efficient use of natural resources, reducing waste and greenhouse gas emissions, and enhancing transparency in ESG disclosures in accordance with both national and international standards.

Roles and Responsibilities

Board of Directors

- Establish environmental policies and operational guidelines aligned with the organization's strategic direction and sustainability goals, and review and approve related policies, action plans, and disclosures.
- Approve strategic targets and environmental management approaches in accordance with national and international standards.
- Oversee and continuously assess the company's overall environmental performance.
- Support the allocation of adequate and appropriate resources to ensure effective and sustainable environmental operations.

Sustainability Committee

- Recommend environmental policies, targets, and measures to the Board of Directors for consideration and approval.
- Monitor, audit, and evaluate environmental performance, including compliance with relevant laws, standards, and reporting frameworks.
- Promote the integration of environmental considerations into risk management and the company's sustainable development processes.
- Encourage participation from both internal and external stakeholders in driving Sikarin's environmental objectives.

Employees

- Strictly adhere to Sikarin's established environmental guidelines and measures.
- Use resources efficiently, minimize waste, and comply with applicable hygiene, safety, and environmental standards.
- Contribute to improving environmentally friendly work processes and report any issues or suggestions to supervisors as appropriate.
- Foster environmental awareness and promote a culture of sustainability through participation in corporate activities and initiatives.

Guidelines

This policy serves as the overarching framework for Sikarin’s environmental operations. It is intended to guide the development of more specific sub-policies addressing targeted environmental issues. The goal is to ensure a systematic, integrated approach to environmental management that aligns with the organization’s sustainability objectives, legal requirements, and international standards.

The following guidelines outline Sikarin’s key operational approaches in implementing various environmental measures under its sub-policies, with the aim of achieving tangible environmental outcomes:

1. Foster Environmental Awareness Among Employees

Sikarin promotes the understanding that “the environment is a shared responsibility” across all levels of staff and management. Through training programs, internal communications, and knowledge-sharing initiatives, the organization nurtures long-term environmental awareness and responsibility. These efforts are grounded in the six principles of environmental governance: rule of law, integrity, transparency, participation, accountability, and value for money.

2. Communicate Information and Encourage Broad Participation

Sikarin is committed to transparently sharing key information—such as policies, targets, and performance outcomes—with employees, stakeholders, and service recipients through effective communication channels, thereby encouraging active participation and fostering a culture of transparency.

3. Establish Monitoring, Evaluation, and Reporting Systems

Key Environmental Indicators (KEIs) will be developed to track and assess performance in line with relevant sub-policies. These include Greenhouse gas emissions (GHG Scope 1 and 2), Water and energy consumption rates, Volumes of infectious and general waste, Indoor air quality within hospital premises, and Green space coverage and biodiversity presence

4. Implement an Internationally Aligned Environmental Management System (EMS)

Sikarin operates under an Environmental Management System based on ISO 14001 and other relevant standards. The system is continuously reviewed and improved to ensure alignment with applicable laws and regulations.

5. Promote Green Buildings and Safe Environments

The organization supports the Green Building concept and strives to maintain high-quality, safe, and hygienic service environments. This includes integrating environmental measures into physical design, conducting Environmental and Health Impact Assessments (EIA/EHIA), and managing medical waste systematically.

6. Manage Risks Related to Climate Change and Disasters

Sikarin will assess environmental and climate-related risks—such as flooding, extreme heat, or resource scarcity—and develop appropriate mitigation and adaptation plans to enhance organizational resilience.

7. Adopt Sustainable Procurement Practices Across the Supply Chain

Sikarin incorporates environmental criteria into procurement processes by selecting materials and services with minimal environmental impact and collaborating with ^{ผู้ค้า}คู่ค้า to promote a Green Supply Chain.

8. Monitor and Address Emerging Environmental Issues

The company will establish monitoring systems and response mechanisms for emerging environmental challenges, such as microplastics, pharmaceutical and chemical contamination in wastewater, and emissions from medical activities, ensuring rapid and flexible responses.

9. Support Sustainable Healthcare Service Design

Sikarin emphasizes designing healthcare services that minimize resource use, avoid unnecessary waste, and apply Circular Economy principles to enhance efficiency throughout the service lifecycle.

10. Collaborate with Communities and Stakeholders

The organization supports community engagement through environmental initiatives such as waste reduction campaigns, plastic-use reduction efforts, tree planting around hospital grounds, and promoting sustainable consumption and lifestyles.

11. Ensure Transparent and Verifiable Environmental Disclosures

Sikarin is committed to reporting environmental data in accordance with recognized standards to build trust and ensure transparency among all stakeholders.

Training

Sikarin encourages ongoing training and environmental education for employees, medical professionals, and relevant stakeholders to ensure that their work aligns with Sikarin's Environmental Policy and related sub-policies—such as energy management, waste management, and pollution control. The training covers key topics including environmental governance principles, compliance with governmental regulations and international standards, and the development of environmental awareness, understanding, and practical skills to enhance eco-friendly work practices. Sikarin will continuously monitor and evaluate training outcomes to improve the curriculum and use the findings to inform the planning of training programs for subsequent years, ensuring greater effectiveness.

Whistleblowing

Sikarin provides safe, confidential, and verifiable channels for employees, service recipients, stakeholders, and the general public to file complaints, report concerns, or provide feedback related to any actions that may negatively impact the environment or contradict the organization's Environmental Policy. These channels include internal suggestion boxes, an online form on the official Sikarin website, and dedicated phone and email contacts. All reports will be fairly investigated by an assigned task force, with actions taken according to defined procedures and outcomes communicated to the complainant, where appropriate. Sikarin guarantees protection for whistleblowers acting in good faith, with no retaliation or punitive measures.

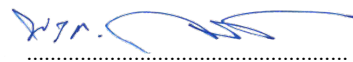
Disciplinary Actions

Violations of Sikarin's Environmental Policy are considered serious disciplinary offenses, with consequences determined based on the severity of the environmental impact. Investigations will be carried out in line with the organization's human resource management regulations, and disciplinary measures may include written warnings, suspension, or termination of employment, as deemed appropriate. In cases where such actions cause significant environmental harm, damage to Sikarin's assets, or pose legal risks, the organization will pursue legal proceedings against the violators to uphold a strong standard of accountability and cultivate a corporate culture that respects environmental responsibility.

Policy Review and Improvement

Sikarin will review and revise its core Environmental Policy and relevant sub-policies at least once per year, or sooner if significant events occur—such as changes in laws and regulations, environmental risk assessments, or findings from external audits. The review will be conducted by the Sustainability Committee in collaboration with relevant departments. Any proposed revisions must be approved by the Board of Directors prior to official implementation, ensuring that the policy remains current, effective, and responsive to Sikarin’s sustainability goals.

This Environmental Management Policy and Guidelines (Revision 2) is effective from 22 February 2025 onwards, by the resolution of the Sustainability Committee at its meeting No. 1/2025 on 21 February 2025



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