

## Corporate Sustainability Policy

Sri Trang Gloves (Thailand) Public Company Limited (“the Company”) and its subsidiaries are firmly committed to environmental and social responsibility in conducting business throughout the value chain with an aim to balance the business profit and the value to stakeholders. The Company and its subsidiaries are determined to be a role model for the society in sustainable business operations through compliance with ISO 26000 Social Responsibility, the Ten Principles of the UN Global Compact, Sustainable Development Goals (SDGs), and stakeholders’ needs and expectations. To enable the Company to effectively manage the business for the sustainable growth, optimize risk management and respond to the needs and expectations of the stakeholders, the Company has established the Corporate Sustainability Policy as guidelines for its business operations and its subsidiaries, encompassing corporate governance and economic, environmental and social dimensions as follows:

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

#### **1. Good Corporate Governance**

Operate the business in accordance with the principles and policies of good corporate governance, taking into account responsibilities to stakeholders, transparency, compliance with laws, rules, regulations and international guidelines related to business operations, both domestically and internationally, including efficiently managing business risks and opportunities.

#### **2. Ethical Business Operations and Anti-Corruption**

Conduct business in accordance with the Code of Business Conduct, promote free and fair trade competition, avoid actions that may cause conflicts of interest and infringement of intellectual property rights, and support all forms of anti-corruption.

#### **3. Responsible Development of Innovations, Products and Services**

Support innovative work processes, both at the internal level within the organization and at the inter-organizational level of cooperation to create positive change as well as to promote the development of products and services with environmental and social responsibility, and communicate information regarding such innovations, products and services accurately and adequately to stakeholders.

#### **4. Sustainable Supply Chain Management**

Manage supply chain risks to prevent and mitigate the impacts that may occur to business operations and encourage business partners to operate responsibly to create sustainability throughout the value chain.

**5. Merger & Acquisition Due Diligence**

Conduct comprehensive sustainability assessments in all aspects for any new investment, merger or acquisition covering environmental, social, governance and economic aspects to prevent short-term and long-term effects that may impact the achievement of the Company's goals.

**Environmental Dimension**

**6. Sustainable Resource and Environmental Management**

Effectively manage resource utilization and prevent environmental impacts through the implementation of environmental management systems according to international standards covering air pollution management, water and wastewater management, management and utilization of waste and unused materials, energy efficiency improvement, promotion of renewable energy consumption, and conservation of forests and biodiversity to reduce the impact of climate change, support the Net-Zero Emissions target, as well as create environmental conservation awareness among employees at all levels.

**Social Dimension**

**7. Cultivating a Corporate Culture of Occupational Health and Safety**

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

**8. Promotion and Support of Human Rights**

Respect and comply with human rights and non-discrimination policies which are in line with international human rights principles and practices, charters, agreements and relevant laws, including taking care not to let the business of the Company and its subsidiaries be involved in human rights violations, whether directly and indirectly, against employees, stakeholders and vulnerable groups at risk of human rights infringement.

**9. Fair Labor Practices**

Treat employees and workers fairly and equally under fair employment conditions and reasonable compensation based on performance whereby a fair performance evaluation process is established, as well as provide various appropriate welfare benefits for employees and workers.

**10. Employee Care and Development**

Promote learning and training for employees at all levels to develop necessary new knowledge, abilities and skills, including cultivating a positive and ethical attitudes and team spirit among employees which will lead to creating opportunities, career advancement, and help drive sustainable growth of the organization.

**11. Responsibilities to Customers and Consumers**

Produce and sell quality products that are safe and environmentally friendly which meet the needs and expectations of customers and consumers to create maximum satisfaction; provide accurate and sufficient information about goods and services; establish effective systems, channels, and response to complaints about products and services from customers and consumers, including taking steps to maintain customer information and confidentiality to build confidence in the protection of personal information.

**12. Participation in Community and Social Development**

Promote the participatory development of communities and society through the cultivation of positive awareness of social responsibility in business operations to create shared values and enhance the quality of life of the community through various social projects and activities as well as providing support, assistance and shared opportunities for the underprivileged in the 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, employees, and subsidiaries to support, uphold and act in accordance with this policy, as well as sharing the policy to stakeholders to create sustainability throughout the organization.

(Prof. Dr. Weerakorn Ongsakul)

Chairman

Sri Trang Gloves (Thailand) Public Company Limited