



Corporate Social Responsibility Policy

Sri Trang Gloves (Thailand) Public Company Limited (the ‘Company’) and its subsidiaries operate business in accordance with the principle of good corporate governance, transparency and accountability. The Company strives towards the balance between business development and the economy, the society and the environment. The Company and its subsidiaries are committed to being the role model for the society in sustainability and to manage the business to achieve a strong growth and social recognition based on ethics and the principle of good corporate governance. The Company aims to efficiently generate returns for its shareholders taking into consideration the impact of its business operations on stakeholders of the Company and its subsidiaries. The Company issues the following Corporate Social Responsibility Policy to provide guidelines on various aspects of business operations for the Company and its subsidiaries.

1. Business operations based on integrity

The Company and its subsidiaries incorporate guideline on treatment for stakeholders in the Code of Conduct to include responsibilities towards all stakeholders including shareholders, employees, customers, business partners, contractual parties, communities, society and environment. The Company and its subsidiaries also promote the free and fair trade competition and avoid transactions that could give rise to possible conflict of interests and the infringement of intellectual property. The Company and its subsidiaries promote anticorruption efforts to combat all forms of corruption. Details are as follows:

(1) Corporate governance

The Company and its subsidiaries are committed to conducting businesses in good faith, with integrity, transparency and accountability and to making disclosures of material information. The principle of good corporate governance is adopted and adhered to as a guideline on business operation of the Company and its subsidiaries taking into consideration the interests of and impact on shareholders, customers, business partners, employees and all stakeholders. Sharing of interests shall be appropriate and fair.

(2) Social responsibility

The Company and its subsidiaries adhere to the Corporate Social Responsibility (CSR) Policy which is based on the principle of ethics and fair treatment for all interested parties with the aim to achieve in between business operations in the aspects of the economy, the society and the environment, which in turn will lead to sustainable success for the business.

(3) Compliance with the law, rules and regulations

The Company and its subsidiaries recognize the importance of compliance with the law, rules and regulations relating to the environment, occupational health and safety, and with the international code of business ethics. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that contravene the law, rules and regulations.

(4) Compliance with the law on intellectual property

The Company and its subsidiaries do not support transactions which infringe intellectual property. Directors, executives and employees are required to comply with the law, rules and regulations, and shall refrain from being involved in, assisting or committing any act that contravene the law, rules and regulations relating to intellectual property.

(5) Efficient use of resources

The Company and its subsidiaries encourage directors, executives and all levels of employees within the organization to efficiently use resources for maximized benefits. There will be provision for communication with, education and promotion of awareness for employees and all relevant parties in relation to resources management for maximized benefits of the organization.

2. Anti-corruption

The Company and its subsidiaries put in place an Anti-corruption Policy with focus on promoting the corporate culture where all levels of personnel are aware of the harm of corruption, and on creating the right value and building up trust for all stakeholders. The Company and its subsidiaries adopt a specific guideline on anti-corruption to ensure that the anti-corruption efforts are efficient.

3. Respect for human rights

The Company and its subsidiaries adhere to the policy to promote and respect human rights by treating all stakeholders including employees, the neighboring community and society with respect for the human dignity, equality and freedom. There shall be no violation of fundamental rights or discrimination based on race, nationality, religion, language, ethnicity, colors, gender, age, educational background, physical conditions or social status. The Company and its subsidiaries will ensure that the businesses are involved in the violation of human rights, either directly or indirectly. This shall include the use of child labor and forced labor.

4. Fair treatment for labor

The Company and its subsidiaries recognize the importance of human capital development and fair treatment for labor because this is a factor which can contribute to added value of the business and the enhanced competitiveness and sustainable growth of the Company and its subsidiaries in the future. The Company and its subsidiaries also recognize the importance of the respect for the rights of employees based on the human rights and compliance with labor protection law. Employment of labor and conditions of employment shall be fair. This includes fair remunerations for employees that are commensurate with the potentials of relevant employees. The performance assessment shall also be fair. Appropriate welfare benefits shall be provided to employees.

The Company and its subsidiaries promote human capital development for all levels of personnel by providing academic trainings to develop knowledge, capability and potential of personnel, and to instill positive attitude, morality and ethics including teamwork. The Company and its subsidiaries encourage positive working environment where workers have respect for each other and all levels of employees are treated with fairness.

In addition, employees are provided with an opportunity to express their opinions or lodge complaints regarding any unfair treatment or malpractice within the Company and its subsidiaries. Relevant whistleblowers will have the necessary protection. Safety, occupational health and working environment are taken into consideration with safety being taken as an important issue.

5. Responsibilities for customers and consumers

The Company and its subsidiaries manufacture and sell products of good quality to create the greatest satisfaction for customers and consumers who will be provided with accurate and sufficient information on products and services. Customers' demand are met with efficiently and on a timely basis. Systems and channels are put in place to allow customers to conveniently and effectively lodge their complaints regarding products and services.

In addition, the Company and its subsidiaries will treat all customers with fairness without discrimination. Confidentiality of customers shall be protected. Customers' satisfaction and trust are created using safe and appropriate technology to achieve international standards of quality and to continuously raise such quality standards.

6. Preservation of environment

The Company and its subsidiaries recognizes the importance of preservation of national resources. Efficient use of resources is promoted taking into consideration safety for the society, the community and the environment. Work system that meets relevant standards and control system are adopted to promote sustainable development for the society and the environment. The Company and its subsidiaries regularly promote internal awareness about responsibilities towards the society, the community and the environment for all levels of employees. Environment preservation activities are also promoted.

7. Participation in community or social development

The Company and its subsidiaries have the policy to conduct business that contribute to the economy and the society and to be a good citizen complying with all applicable laws and regulations. There is a policy to promote education, employment and distribution of income for the community for improved quality of life of the general public and the sustainable development for the society and the country. The Company and its subsidiaries support activities for the concrete promotion of awareness of social responsibility and aim to be part of the driving force of the Thai society for sustainable development for the society and the environment.

In addition, the Company and its subsidiaries provide opportunity to the community, the society or stakeholders who have been, in fact, significantly affected by operations of the Company and/or its subsidiaries to communicate with, give recommendations to or lodge complaints with the Company and/or its subsidiaries using the available channels.

8. Innovations and dissemination of innovations from operations based on corporate social responsibilities and responsibilities towards the environment and stakeholders

The Company and its subsidiaries will promote creation of innovations at organizational and inter-organizational level. Innovation for this purpose means the creation of things using new methods and may also mean the change of ideas or improvement to work procedures for added value of the business. The objective of an innovation is to cause a positive change for better and for the maximized benefit of the society. The Company adopts the following guidelines on innovation:

- (1) Business procedures of the Company and its subsidiaries will be reviewed to identify any possible risks or negative impact on the society or the environment. Then a solution for the reduction of such impact will be identified. The Company and its subsidiaries will also thoroughly study, review and analyze all aspects of work procedures to improve the chance of developing a business innovation.
- (2) New innovations that are beneficial for the society and the environment are disclosed to the public to encourage other business operators to follow.

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- (3) Solutions will be analyzed and innovations will be regularly and continuously studied to increase the chance of new innovations being developed to respond to the need of the customers and business growth.

It is the social responsibility of the Company and its subsidiaries to disseminate innovations by directly and indirectly communicating with all stakeholders using various communication channels to ensure that information of the Company and its subsidiaries reach all groups of stakeholders.

The Board of Directors considered and approved this Corporate Social Responsibility Policy in the Board of Directors' meeting No. 4/2019, which was held on 24 July 2019. The policy shall come into force as from 24 July 2019.



(Mr. Prakob Visitkitjakarn)
Chairman

Sri Trang Gloves (Thailand) Public Company Limited