

## 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 and review the materiality topics in sustainable operations according to the changing situation from the impact assessment and expectations of stakeholders arising from the organization and the impact of external factors on the organization, in order to respond to the needs of all stakeholder groups in a balanced way.

#### **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, establish and maintain a grievance mechanism to receive complaints and mitigate impacts 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 including low-carbon products to meet customer needs and industry trends and to communicate information about innovation. Furthermore,

the company communicates information regarding such innovations, products and services accurately and adequately to stakeholders.

**4. Sustainable Supply Chain Management**

Manage supply chain risk by communicating, selecting, and evaluating suppliers in terms of environmental, social and corporate governance and economic aspects 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 and governance and economic risks to ensure sustainable growth and prevent the impacts from operations throughout the value chain in 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 according to principles of Circular Economy to reduce waste generation, energy efficiency improvement and promotion of renewable energy consumption. In addition, the company does not support deforestation and assesses the risks to biodiversity and ecosystems to reduce the impacts of climate change, to supports the goals of achieving Carbon Neutrality and Net Zero 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 and good health 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 law at the international level (including adherence to the United Nations Guiding Principles on Business and Human Rights, or UNGP) by avoiding causing or contributing to human rights impacts and preventing or mitigating impacts from

the company's operations which 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 continuously develop 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 and support the well-being of local communities, social rights, cultural heritage, and employment as well as providing support, assistance and shared opportunities for the vulnerable group 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

*Remark: The first amendment are effective from 2 February 2024 onward.*