



# **Sustainable Development Policy**



SiamEast Solutions Public Company Limited is committed to conducting business in accordance with the principles of sustainable development, guided by the company's vision and sustainable development framework. This approach ensures that the company operates across all dimensions—economic, social, and environmental—under good corporate governance, ethics, and integrity. The company is dedicated to complying with legal regulations on governance, social responsibility, and environmental protection, aligning with national economic and social development plans and the United Nations Sustainable Development Goals (SDGs). Our goal is to drive positive change and ensure continuous and sustainable business growth through transparency and by delivering the best solutions (Solution Excellence) to all stakeholders throughout the business value chain. Furthermore, the company strives to foster positive transformation in all dimensions, maintain sustainable coexistence with communities, and protect and conserve natural resources and the environment.

**Key Sustainability Strategies:**

**1. Establishing a Corporate Sustainability Strategy**

- Covering corporate governance, enterprise risk management, and potential future risks.

**2. Assessing and Addressing Sustainability Risks**

- Identifying and responding to key risks that impact corporate sustainability and integrating them into business planning, decision-making, and operational processes to ensure organizational stability and longevity.

This policy applies to all company operations across five product groups and extends to corporate sustainability efforts, employees, partners, and customers throughout the supply chain. It also ensures compliance with laws, regulations, organizational requirements, international standards, and relevant commitments. The company evaluates key sustainability issues across three dimensions and manages each issue appropriately.

To ensure effective management of sustainability issues, specific targets are established to facilitate performance tracking and assessment, enabling the company to achieve its sustainability goals in alignment with the Sustainability Development Goals. (SDGs)

A Sustainability Working Committee has been appointed as the key entity responsible for driving sustainability initiatives alongside business growth and ensuring the effectiveness of Environmental, Social, and Governance (ESG) efforts, the company has established the following corporate sustainability guidelines

**1. Good Corporate Governance:** Committed to enhancing business processes for all stakeholders, the company

upholds the principles of integrity and transparency in its operations. It strictly adheres to the company's code of conduct, ensuring accountability to all stakeholders. Every step of the work process is subject to scrutiny, aligning with company policies, regulations, announcements, and directives, as well as standards set by regulatory bodies, legal requirements, trade regulations, and globally recognized best practices. Additionally, the company implements risk management and business continuity management to ensure operational resilience.

**2. Economic Development: Committed to continuously enhancing operational efficiency and seeking opportunities for improvement.**

**2.1 Continuous Improvement:** Enhancing operational efficiency and service quality across all activities through clearly defined goals, measurement methods, monitoring, and evaluation processes.

**2.2 Innovation and Technology Advancement:** Developing and promoting innovation in products, services, and new technologies as part of the company's business strategy to create added value, ensure long-term growth, and generate shared benefits for society and the environment.

**2.3 Sustainable Business Practices Across the Value Chain:** Encouraging and supporting partners, suppliers, and stakeholders throughout the business value chain to operate in alignment with sustainable development principles.

**2.4 Innovation Integration for Business and Sustainability:** Supporting the application of innovations to enhance business operations, improve the selection and delivery of high-quality, comprehensive products and services, and consistently update customers on the latest innovations. Additionally, fostering social and environmental initiatives to create shared value between the organization and society.

**3. Human Rights: Commitment to Equal and Fair Treatment for All Stakeholders**

**3.1 Non-Discrimination and Fair Employment Practices:** Ensuring fair treatment of employees and workers without discrimination, providing equal opportunities, assigning tasks based on individual capabilities, and offering appropriate compensation. The company strictly prohibits child labor under the age of 18 and the employment of illegal workers, extending these principles to employees and workers of business partners and other stakeholders.

**3.2 Safety, Security, and Data Protection:** Protecting the safety and security of employees, workers, and company assets while ensuring that such measures do not infringe on the rights or safety of others. This includes safeguarding personal rights, maintaining confidentiality, ensuring responsible data disclosure, and protecting the appropriate use of personal information.

**3.3 Respect for Human Dignity and Equal Treatment:** Upholding respect, dignity, and fair treatment for all employees, workers, business partners, and stakeholders, ensuring equality and recognizing the fundamental human rights of every individual.

#### **4. Employee Development: Promoting Growth and Advancement at All Levels**

Fostering the continuous development of employees at all levels by enhancing their capabilities and work performance effectively. The company aims to equip employees with new skills and knowledge that support adaptability to emerging technologies and innovations, ensuring readiness for future organizational challenges. Encouraging creativity and enabling employees to perform to their fullest potential, the company provides essential training and development programs while ensuring employee well-being. Additionally, it promotes a positive and supportive work environment that enhances job satisfaction and aligns with the organization's goals for efficiency and sustainable growth.

#### **5. Safety: Promoting Occupational Health and Safety Management**

- 5.1 Foster a strong safety culture by raising awareness and embedding safety principles into the workplace. Prioritize occupational health, safety, and environmental conditions for employees, partners, and visitors to prevent loss of life, property damage, injuries, or work-related illnesses.
- 5.2 Strive for a "Zero Workplace Accidents" goal by ensuring that no operations are carried out without proper safety measures in place. This commitment extends to employees, business partners, and customers, reinforcing a proactive approach to workplace safety.

#### **6. Society and Community: Promoting Social Responsibility**

- 6.1 Customer Satisfaction – Ensure that products and services meet contractual agreements in both quantity and quality, fully addressing customer needs and expectations.
- 6.2 Community Engagement – Foster inclusive participation by actively listening to stakeholders, conducting transparent and constructive consultations, treating all parties with fairness, and respecting diversity. Support initiatives that enhance quality of life, strengthen communities, and uphold corporate social responsibility (CSR) activities, such as the annual “SE CARE SE SHARE – Siam East for Society” program.
- 6.3 Collaborative Efforts – Partner with government agencies, industry associations, business allies, civil society, and other stakeholders to contribute to the development and implementation of sustainable industry standards and best practices.

## **7. Environment: Promoting Environmental Responsibility**

- 7.1 Sustainable Operations – Integrate corporate social and environmental responsibility principles into operational processes. Implement effective management strategies to prevent or mitigate environmental impacts throughout the value chain while ensuring compliance with environmental quality standards, biodiversity conservation, and relevant legal regulations.
- 7.2 Resource Efficiency – Seek innovative approaches to reduce resource and energy consumption, including electricity and water usage. Implement effective waste and emissions management strategies to minimize greenhouse gas emissions and other pollutants, thereby reducing environmental, community, and social impacts.
- 7.3 Eco-Friendly Innovation – Prioritize the selection of environmentally friendly products and services with innovative technologies. Collaborate with business partners and suppliers to promote sustainable practices throughout the value chain.

## **8. Transparency and Disclosure**

- 8.1 Sustainability Disclosure – Publicly disclose the company’s sustainability policies, operational performance, and outcomes across all dimensions in accordance with relevant regulatory requirements and globally recognized standards. Ensure that disclosures are adequate, transparent, and timely to demonstrate the company’s commitment to sustainable development.
- 8.2 Stakeholder Communication – Communicate this policy to employees, customers, business partners, and shareholders to ensure awareness and adherence in business operations and corporate activities.

## **9. Anti-Corruption Commitment**

All employees are required to perform their duties with integrity and refrain from engaging in any form of corruption or misconduct. This includes preventing the pursuit of personal gain, the abuse of power, or unethical actions for personal benefit, either directly or indirectly. Employees must not neglect or disregard any activities related to corruption involving the company. The company has established disciplinary penalties for violations and encourages all stakeholders, both internal and external, to actively participate in corporate governance by reporting misconduct or whistleblowing on any violations.

## **10. Promoting Organizational Culture for Sustainable Development Awareness**

The company aims to raise awareness and instill a positive mindset among its executives and employees through effective communication. Employees at all levels are encouraged to work with integrity, ethics, and a sense of responsibility towards society and the environment. The company also focuses on risk management and emphasizes that directors, executives, employees, and workers at all levels support, promote, and carry out their work in alignment with sustainability policies. This will create a culture of operations that balances the interests of economic, social, and environmental aspects.

The company will continually review and improve its sustainability policies and objectives to ensure they remain current. This includes updates based on legal requirements or changes in regulations. The company is committed to ensuring sustainable business growth, while also continuously creating value and trust for stakeholders and society.