



Corporate Social Responsibility (CSR) Policy

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SiamEast Solutions Public Company Limited



SiamEast Solutions Public Company Limited is committed to conducting business responsibly, with respect for the environment and the quality of life of communities in all areas where it operates, in accordance with international best practices. The company places great importance on community and social engagement to enhance sustainable living and well-being. Following internationally recognized corporate social responsibility (CSR) principles, the company has established a sustainability management policy.

1. Corporate Governance
2. Fair Business Practices
3. Respect for Human Rights and Fair Treatment of Labor
4. Consumer Responsibility
5. Community and Social Development
6. Environmental Protection
7. Innovation and the Promotion of Innovations Derived from Social Responsibility Practices
8. Preparation of Social and Environmental Reports

1. Good Corporate Governance

The company has established a management system based on good corporate governance principles, ensuring transparency, equality, and fairness to build trust and confidence among shareholders, investors, stakeholders, and all involved parties.

Practice Guidelines:

Comply with the company's corporate governance policy, under the principles of good corporate governance for listed companies as defined by the Stock Exchange of Thailand in 8 key points:

1. Acknowledge the roles and responsibilities of the board as the leader in creating sustainable value for the organization.
2. Set objectives and goals for sustainable business practices.
3. Strengthen the effectiveness of the board.
4. Recruit and develop senior executives and personnel management.
5. Promote innovation and responsible business practices.
6. Ensure appropriate risk management and internal control systems.
7. Maintain financial credibility and transparency in information disclosure.
8. Support shareholder engagement and communication.

2. Fair Business Practices

The company operates its business with fairness to foster confidence among stakeholders, which will benefit the company in the long term.

Practice Guidelines:

1. Avoid actions that may lead to conflicts of interest. If conflicts arise, implement a fair mediation process and fully disclose all relevant information.
2. Promote free-market competition and avoid any actions that involve favoritism or collusion.
3. Do not support activities that violate intellectual property or copyrights.
4. Implement a management system to prevent bribery and corruption or ensure swift detection of such activities, including an effective process to address these issues fairly if they occur.
5. Encourage directors, executives, and employees to recognize the importance of combating corruption, extortion, and bribery in all forms.

3. Respect for Human Rights and Fair Treatment of Labor

Practice Guidelines:

1. Support and respect the protection of human rights by continuously monitoring and ensuring that the business is not involved in human rights violations.
2. Promote the monitoring of human rights compliance within the business and encourage adherence to international human rights standards, extending responsibility to subsidiaries, joint ventures, and business partners.
3. Treat all employees equally without discrimination based on nationality, race, gender, age, skin color, religion, physical ability, social status, family background, or any other status irrelevant to their work performance.
4. Provide all employees with equal opportunities to demonstrate their abilities with appropriate compensation and create incentives such as salaries, bonuses, and reasonable operational expenses per company regulations. The company also offers opportunities for further education and training, including higher education and both short and long-term training.
5. All employees must perform their duties to the best of their abilities with honesty, integrity, fairness, and adherence to ethics. Employees must not delegate their responsibilities to others except in cases where it is necessary or expedient in non-specialized tasks.
6. Employees must work within the chain of command, follow orders, and be directly responsible to their immediate superior. They should avoid criticizing superiors or colleagues in ways that could harm individuals or the company. Employees should be open to receiving constructive feedback and be open-minded, listening with reason and without bias.
7. Employees may utilize company resources, labor, facilities, and services fully for their duties but must not use them for personal purposes unless it is part of their entitled welfare.
8. Employees must maintain polite behavior, dress appropriately according to the occasion, and conduct themselves in a manner fitting for their role without tarnishing the company's image.

9. Employees may use their names and positions to fundraise for charitable causes organized by the company but are prohibited from using the company's name or their position for personal fundraising purposes.
10. Employees should participate in company-organized activities to promote unity and support social activities.
11. Employees must refrain from actions that cause disturbance, diminish others' morale, create animosity, or disrupt work, including sexual harassment towards fellow employees or outsiders interacting with the company. This includes sexual misconduct, flirtation, harassment, obscenity, and the possession of pornographic material in any form.

4. Responsibility to Customers and Consumers

The company prioritizes the highest satisfaction of customers, who purchase products and services from the company, as well as consumers who use the products and services produced by the company. This is achieved through fair pricing, high quality, and responsibility to both customers and consumers.

Practice Guidelines:

1. The company is committed to continuously developing comprehensive products and services, providing fast and high-quality services to meet the needs of customers and consumers. Company personnel must dedicate themselves to fully responding to the needs of customers and consumers, with reasonable pricing, up-to-date services, and quality, ensuring no limitations on consumer rights and fair conditions for consumers.
2. The company must not engage in deceptive practices or mislead customers into believing in the quality of its products and services.
3. The company is committed to developing the safety of its products and services. Consumer safety is of utmost importance. The company must ensure there are warning signs, safety checks at the premises, and must actively train employees on consumer safety.

5. Community and Social Development

The company is part of society and is responsible for contributing to the development and return of profits to the community and society in general, so that the company can grow sustainably with the development of society. The company views it as a duty and a core policy to prioritize community and social activities, focusing on the development of society, community, environment, religious preservation, natural resource conservation, and supporting education for youth and public welfare activities for disadvantaged communities to create strong, self-reliant communities.

Practice Guidelines:

1. The company strives to understand and communicate with society about its operational status, its responsibility to the community and society, and its environmental responsibility, without hiding any information that can be disclosed. It cooperates in providing information to investors, shareholders, and interested parties in a timely manner.
2. The company is committed to taking responsibility for quality, safety, occupational health, and the environment, continuously ensuring the sustainable use of natural resources. It is aware of the importance of the environment and the

safety of stakeholders and promotes social activities to protect the environment and improve the quality of life for people in the community according to sustainable development principles.

3. The company considers alternatives for using natural resources to minimize damage to society, the environment, and the quality of life of the public. It supports reducing energy and resource consumption.
4. The company fosters a sense of responsibility for society and the environment at all levels of its personnel, prioritizing transactions with partners who share the same values regarding social and environmental responsibility. It leads efforts to promote the efficient use and conservation of energy for the benefit of future generations.
5. The company will regularly allocate part of its profits for activities that contribute to social and environmental development. The activities must be appropriate and genuinely beneficial to the community, society, and the environment. If donations are made, the company will verify the recipient's information to ensure that the donation is used effectively and beneficially, with proper documentation.

6. Environmental Protection

The company cares about the safety and health of its personnel and the surrounding community. It aims to promote and instill a sense of quality, safety, occupational health, and environmental consciousness as part of the daily lives of its personnel for the benefit of everyone, including the surrounding community and society. The company encourages the proper use of resources and reduces wasteful consumption.

Practice Guidelines:

1. The company promotes the importance of safety by establishing standards for quality, safety, occupational health, and the environment, with measures no less than those required by law and international standards. Personnel must study and strictly adhere to the laws, policies, requirements, and standards related to quality, safety, occupational health, and the environment.
2. The company will take all necessary actions to control and prevent losses in various forms, including accidents, fire hazards, injuries or illnesses from work, loss or damage to property, security violations, improper work procedures, and errors, and will maintain a safe working environment for personnel. There will also be regular safety drills. Management and employees are responsible for reporting accidents and incidents following the prescribed procedures.
3. The company operates in the electricity and utilities sector and has emergency control and prevention plans in all operational areas, including plans for handling emergencies and crises to be prepared for managing incidents that may occur, such as fires, gas leaks, or chemical spills, and to prepare for other crises that may disrupt operations or damage the company's reputation.
4. The company will provide public relations and communication to raise awareness and share information with company personnel, contractors, and stakeholders to ensure they understand the policies, regulations, procedures, and precautions related to quality, safety, occupational health, and the environment and adhere to them properly, ensuring no harm to health, property, or the environment.

5. The company is committed to its responsibility to society regarding quality, safety, occupational health, and the environment, continuously using natural resources efficiently. It recognizes the importance of the environment and stakeholder safety and promotes social activities to protect the environment and improve the quality of life for people in the community based on sustainable development principles.
6. If any work practice is unsafe or fails to meet the required quality, safety, occupational health, or environmental standards, or if it is found that the practice has serious environmental impacts, personnel must immediately stop the work, inform coworkers, supervisors, and responsible departments, and proceed with corrective actions or planning. The work must not continue under any circumstances.

7. Innovation and the Dissemination of Innovations from Corporate Social Responsibility (CSR) Activities

The company applies CSR concepts to create business innovations that benefit both the business and society, enhancing competitiveness.

Practice Guidelines:

1. The company examines its current business processes to identify any risks or negative impacts on society and the environment. It studies and seeks solutions to reduce such impacts, and carefully analyzes work processes in detail to identify opportunities for innovation.
2. The company discloses innovations that benefit society and the environment to encourage other businesses and entrepreneurs to adopt similar practices.
3. The company continuously analyzes solutions and develops innovations through an ongoing process to create opportunities for developing new products and ensuring sustainable business growth alongside profit generation.

8. Reporting on Social and Environmental Activities

The company will disclose information on its CSR activities to provide value to all stakeholders.

Practice Guidelines:

1. The company will prepare reports that disclose its operations in social and environmental matters, covering business operations, environmental and safety measures, and social impact.
2. The company will ensure the information is accurate and provide multiple channels for disseminating the information, making it easily accessible to readers.