



Corporate Social Responsibility Policy Srithai Superware Public Company Limited

Srithai Superware Public Company Limited, a manufacturer and distributor of plastic products for industrial and household appliances, is committed to producing high-quality, consumer-safe products while considering the responsibility for the impact on the community and the environment, as well as the stakeholders and society at large in various aspects arising from the operations of the organization. The company adheres to principles of transparent, accountable business practices with ethics, respect for human rights, and the interests of stakeholders, in compliance with applicable laws, regulations, and international best practices. Furthermore, the company is dedicated to continuous development and improvement to establish a solid foundation of social responsibility, alongside sustainable business growth.

Operations and Reporting

The Company sets the activities of Corporate Social Responsibility as part of its mission within the framework of business ethics as well as the principles of good corporate governance. This reflects its intention and the need to carry out its core business in line with the responsibilities of the society, environment and fair treatments to its stakeholders (CSR In-process), for the sustainability of its business and society as a whole. The Company also attempts to encourage its subsidiaries to implement corporate social responsibility activities in the same way as the Company does. The Company has also established the framework for all employees to have mutual understanding of all stakeholders within and outside the Company. There are 8 Principles based on the Guidelines for Corporate Social Responsibility of the Stock Exchange of Thailand, as follows:

1. Fair business operations
2. Anti-corruption
3. Respect of human rights
4. Fair treatments to employees
5. Responsibility for consumers
6. Preservation of environment
7. Development of communities and society
8. Innovation and its dissemination of the results deriving from the operations responsible for society, environment and stakeholders

• Fair business operations

The Company recognizes and is committed to promoting itself as an efficient organization in both business operations and good corporate governance. It upholds ethical conduct, transparency, and accountability to earn the trust and confidence of shareholders and investors while ensuring fairness to all stakeholders. This commitment aims to drive sustainable and long-term growth.

• Anti-corruption

The Company is committed to conducting business with integrity, transparency, and fairness for all stakeholders. It places great importance on combating all forms of corruption by requiring directors, executives, and employees, as well as encouraging customers, business partners, contractors, and subcontractors, to strictly comply with Thailand's regulations, laws, and policies on anti-corruption. Additionally, the Company has been a signatory to the Thai Private Sector Collective Action Coalition Against Corruption (CAC) since March 9, 2017, and continues to uphold this commitment to the present day. To reinforce this stance, the Company has established an Anti-Corruption Policy, serving as a clear guideline for preventing and combating corruption within the organization. It aims to foster a corporate culture that raises awareness of the dangers of corruption, instills the right values, and

strengthens stakeholder confidence. This ensures that anti-corruption efforts are effectively implemented throughout the organization.

• Respect of human rights

The Company respects and adheres to human rights principles to protect rights and freedoms while preventing human rights violations involving employees, business partners, and stakeholders. The Company has established the following Human Rights Policy:

1. Treat employees, business partners, and stakeholders equally, without discrimination. Differences in race, skin color, religion, gender, sexual orientation, nationality, age, disability, personal beliefs, or political preferences shall not be used as criteria for employment decisions, compensation, benefits, promotions, training and development, or business partnerships.
2. Respect employees' labour rights by prohibiting forced labor and child labor, as well as implementing measures to prevent sexual harassment and other violations of rights and freedoms.
3. Establish measures and guidelines for preventing and resolving conflicts, as well as assessing human rights risks that may affect employees, business partners, or stakeholders, ensuring that all relevant parties can take corrective actions or develop a mutual understanding of human rights.
4. Prioritize workplace safety, occupational health, and the working environment, as well as continuously improving conditions to ensure employees' well-being and safety.
5. Promote positive labor relations between the Company and its employees by encouraging employee participation in expressing opinions and providing constructive feedback to the Company. Additionally, support employee involvement in community, social, and environmental initiatives around all Company facilities.

• Fair treatments to employees

The Company is committed to managing human resources in alignment with and supporting the Company's policies, business goals, and strategies. It strives to develop employees' knowledge, skills, and positive attitudes while ensuring fair compensation and benefits. The workplace is managed with quality, safety, occupational health, and environmental standards. Furthermore, the Company practices non-discrimination and is committed to respecting human rights and personal freedoms, without involvement in any form of violation, either directly or indirectly. The Company provides a process that allows employees to file complaints or report issues that may harm the organization, themselves, or others, and it has established methods to address such complaints while protecting whistleblowers. This is to promote a positive work environment, enabling employees to work safely, efficiently, and with stability in their lives. The Company's policies are as follows:

1. Policy on Safety, Occupational Health, and Work Environment
The Company places great importance on managing quality systems, safety, occupational health, and the environment, while also being socially responsible to ensure sustainable development. Management and employees of all departments must take responsibility for implementing and operating in accordance with this policy to ensure efficiency and appropriateness for the business operations.
2. Policy on Employee Compensation and Benefits
The Company has a policy for determining compensation and benefits based on the following factors:
 - 2.1 The employee's duties and responsibilities
 - 2.2 The overall economic conditions of the country, which may impact the well-being of employees
 - 2.3 The business growth prospects
 - 2.4 The wage rates and employment conditions in the labor market, particularly within the same industry, as well as the Company's ability to pay wages.

3. Policy on Employee Knowledge and Capability Development

The Company is committed to continuously developing its employees' knowledge, skills, and positive attitudes, both in relation to their job responsibilities and other areas that foster personal growth. This development aims to nurture well-rounded individuals who contribute to the progress of themselves, the Company, society, and the nation as a whole.

• **Responsibility to Customers and Product Quality**

The Company is committed to maintaining customer satisfaction and confidence by providing high-quality products and services at competitive prices. The Company adheres to honest and ethical business practices, setting product and service quality standards that allow it to compete at the forefront of the industry. It is dedicated to continuously improving these standards and supporting activities that strengthen and maintain strong relationships between the Company and its customers.

• **Environmental Care**

The Company recognizes its social responsibility and commitment to being environmentally friendly. It is dedicated to conserving and protecting the environment both within and outside the Company. Furthermore, it promotes the management and development of production processes to minimize any potential negative impacts on society and the environment.

• **Community and Social Development**

The Company operates its business with a strong sense of responsibility towards society and all stakeholders. It focuses on supporting activities that enhance the quality of life and promote the well-being of the communities and societies where the Company is located. Additionally, it encourages employees and relevant parties to actively contribute to benefiting the community.

• **Innovation and Dissemination of Innovations for Social, Environmental, and Stakeholder Responsibility**

The Company offers products and manufacturing technologies that contribute to environmental conservation and align with the 3 Save principles: Save Material, Save Energy, Save the World, which the Company follows. Additionally, the Company places significant emphasis on collaborating with organizations and leading academic institutions to research and develop biodegradable plastic and melamine products. These efforts aim to drive future commercial growth within specific customer segments, reinforcing the Company's commitment to producing environmentally friendly products that contribute to global warming mitigation.

This policy is hereby announced for acknowledgment and compliance.

Announced on: September 20, 2023

(Sanan Angubolkul)
Chairman and President