



## **Bangchak Sustainability Policy**

With our commitment to develop sustainable innovation business in harmony with the environment and society throughout the business value chain in accordance with the expectations of stakeholders, the Sufficiency Economy Philosophy of His Majesty the late King Bhumibol Adulyadej, Creating Shared Value (CSV) approach, the principles of the UN Global Compact, Sustainable Development Goals (UN SDGs), and other international standards, Bangchak Corporation Public Company Limited has amended and announced Sustainability Policy covering sustainability topics of current business operations, companies within the group, and new business both domestically and internationally. The sustainability topics and details of the Policy are as followings:

### **Stakeholder Engagement**

The company's operations should create engagement strategies with all stakeholder groups throughout the value chain. This includes the process of identifying all stakeholders which includes local, vulnerable, internal, and external stakeholders. The company's sustainability directions and initiatives are defined by a methodical approach that involves prioritizing and evaluating the needs, expectations, negative and positive impacts of stakeholders. Measures must be put in place to raise awareness among all stakeholders including internal and external stakeholders regarding environmental, social, and governance (ESG) risks and impacts with the aim of prevention and mitigation. The company must establish channels for stakeholders to report concerns or complaints and have grievance mechanisms in place to handle the complaints.

### **Good Corporate Governance**

Conduct all businesses and invest in new businesses in accordance with relevant laws and regulations including tax codes of countries where Bangchak conducts businesses both domestic and overseas. The Company shall withstand against any forms of corruptions and briberies. In addition, the Company shall adhere to transparency, accountability, and compliance with the Corporate Governance Policy and the Sufficiency Economy Philosophy of His Majesty the late King Bhumibol Adulyadej to take into account the benefits and practices



for investors, employees, communities/society, suppliers, customers, citizens, competitors, creditors, government sectors, and all stakeholders.

### **Fair Business Operating Practices**

Promote free and fair-trade competitions, avoid activities which may result in conflicts of interest and intellectual property infringement. Social responsibility in the business chain shall be encouraged.

### **Responsible Production and Services and Promoting Sustainable Society**

Focus on developing greenovative products and services, which are environmentally friendly and safe for customers with the concept of customer centric, and conduct risk management, which assesses economic, environmental and safety risks throughout the production process, product transportation, and procurement in the supply chain. Risk monitoring, mitigation measures, emergency management, and risk recovery in accordance with international principles throughout the business chains shall be prepared to provide quality of products and services which meets or exceed expectations under fair conditions. Innovations, which are in line with the guideline of the circular economy, shall be implemented to maximize resource consumption, promote sustainable cities, and provide adequate and correct information of products and services for decision-making of customers. The integrity of information security and data privacy of customers shall be maintained. Online and offline information and data of customers shall not be used for any personal or others benefits without permissions.

### **Sustainability Due-Diligence Assessment for New Businesses**

Consider the Sustainability Due-Diligence Assessment in terms of economic, environmental and social dimensions for business investments, mergers and acquisition for thoughtful decision-making, avoiding and reducing impacts, which may occur and lead to long-term issues.

### **New Innovative Business Investment for Sustainability**

Conduct businesses and seek for new businesses to extend innovative businesses for sustainability. The Company shall support open innovation and research, and shall develop innovation associated with green energy innovation and Bio Technology. Local and



international cooperation with external organizations and institutes for the increase in proportion of sustainable and stable energy consumption for the country and region shall be adopted.

### **Worthwhile Resources and Environmental Management**

Encourage all executives and employees to be aware of environmental risks and impacts from business operations on water, air, soil/ land use, and climate change. Bangchak Group recognizes the importance of operating business while paying attention to promoting forest, ecosystems and biodiversity. Avoid operating business at UNESCO World Heritage sites, Ramsar Convention wetlands, conservation areas designated by the International Union for Conservation of Nature (IUCN) and Anti-Deforestation. Risk monitoring and mitigation measures of impacts, which may result in adverse effects on the environment and the climate, shall be conducted. Environmental initiatives, technologies, innovation, and standards for developing environmental management systems, energy, water air emissions, and waste management to maintain efficiency of the systems at all time in business processes and new businesses are promoted. In addition, partnership building with local and international organizations to increase more efficiency and economic valuation of resource managements, environmental care, and climate change adaptation and mitigation is encouraged.

### **Human Rights Support for Sustainable Economic Prosperity**

Support and respect human rights throughout the business chain. Bangchak is committed to treating employees fairly and promoting local employment including disadvantaged and disabled without discrimination irrespective of races, religions, genders, ages, educations, beliefs or any other matters. Welfares, safety and occupational health covering emerging and re-emerging diseases in workplaces shall be provided. In addition, training and development programs to upskill employees to be professional for their work, to develop working systems, and to create innovation in the organization are promoted. Furthermore, employees are encouraged to participate in social contribution activities both direct and indirect way to facilitate sustainable economic growth.



## **Sustainable Social Development**

Promote the adoption of the Sufficiency Economy Philosophy principles of His Majesty the late King Bhumibol Adulyadej, inclusiveness and business processes to improve the quality of life and strengthen the economy allowing communities to be self-reliant. The Company shall promote smart and ethical people and shall encourage stakeholders to participate in the development of social innovations that create a balance between business values and benefits to communities, society and the environment in accordance with sustainable development guidelines.

Executives themselves need to be role models of this policy. All employees must understand and adhere to the policy to achieve both short-term and long-term objectives and targets of the Company.

This policy is effective from onwards.

Mr. Chaiwat Kovavisarach  
Group Chief Executive Officer and President,  
Executive Director, Director with Authorized Signature  
(1 August 2024)