

Unique plastic industry public company limited (“the company”) and its subsidiaries recognize the importance of and responsibility toward society and communities. The company is fully committed to environmental, social, and economic responsibility in order to achieve sustainable development objectives, while fostering positive relationships and considering potential impacts on society, the environment, and all stakeholder groups, including shareholders, employees, customers, business partners, competitors, and creditors. Accordingly, the company has established this policy on social, environmental, and stakeholder responsibility for sustainable business and society as a framework for conducting business operations for the company and its subsidiaries.

1. Key Principles

The Company and its subsidiaries have a policy to cultivate attitudes and foster an organizational culture that encourages employees to recognize social responsibility as a core mission in creating projects and activities beneficial to social and community development. The Company has therefore established a sustainability policy to promote Environmental, Social, and Governance (ESG) principles while contributing to the achievement of national and international Sustainable Development Goals (SDGs).



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The Board of Directors shall oversee the Company's objectives, goals, and strategies to ensure alignment with the Company's core objectives and the United Nations Sustainable Development Goals (SDGs), with the following governance approaches:

- (1) The Board shall ensure that strategies and annual plans align with the Company's objectives and goals while comprehensively considering environmental, social, human rights, and good corporate governance impacts. The Board shall also support the monitoring and review of strategy implementation and targets in the short, medium, and long term to ensure achievement of the Company's objectives.
- (2) The Board shall oversee the analysis of environmental conditions, factors, and risks that may affect stakeholders throughout the business value chain when formulating strategies and annual plans, including mechanisms to ensure a genuine understanding of stakeholder needs.
- (3) The Board shall oversee appropriate operational controls and communicate the Company's objectives and goals through strategies and operational plans to employees throughout the Company and its subsidiaries for implementation.

2. Sustainability Policy to Promote Environmental, Social, and Governance (ESG)

Executives and employees of the Company and its subsidiaries shall adhere to policies and operational guidelines covering environmental, social, governance, and economic sustainability as follows:

2.1 Environmental Dimension

- The Company promotes efficient, appropriate, and optimal resource utilization among directors, executives, and employees at all levels, including communication, education, support, and awareness-building regarding resource management and renewable energy utilization to reduce environmental impacts.

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- The Company and its subsidiaries shall strictly comply with environmental laws, regulations, and requirements.
- The Company and its subsidiaries are committed to controlling, protecting against, and reducing environmental impacts arising from business activities.
- The Company and its subsidiaries are committed to continuously improving environmental management systems related to all business processes to prevent and minimize environmental impacts and extend such practices to related stakeholders.
- The Company and its subsidiaries support environmental activities such as training, public relations, and other awareness programs to encourage environmental consciousness among employees, society, and communities, including environmental conservation, protection, and impact reduction, potentially in cooperation with government agencies, local authorities, or other organizations.
- The Company and its subsidiaries shall regularly and continuously evaluate compliance with the above environmental policies.

2.2 Social Dimension

- The Company and its subsidiaries conduct business with Corporate Social Responsibility (CSR) based on ethical principles to ensure fairness to all stakeholders while applying good corporate governance principles to maintain balance among economic, community, social, and environmental dimensions, leading to sustainable business development.

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- The Company and its subsidiaries recognize their responsibilities toward communities and society by strengthening communities, supporting social assistance activities, improving quality of life, promoting volunteerism related to community and social development, and instilling awareness of social and environmental responsibility among employees at all levels.
- The Company and its subsidiaries support innovation both within organizational work processes and through inter-organizational collaboration to create positive change, increase value creation, and maximize benefits to society.
- The Company and its subsidiaries shall treat employees and workers fairly, ensure appropriate living conditions, provide social security, compensation funds, employee welfare, and insurance, while promoting personnel development through training, seminars, and educational opportunities to enhance knowledge, skills, ethics, teamwork, and sustainable career growth. Employees are also provided with channels to express opinions or report unfair treatment or misconduct, with protection for whistleblowers. The Company promotes a work environment that prioritizes health, safety, and occupational hygiene.
- The Company and its subsidiaries support and respect human rights protection by treating employees, communities, and surrounding society with dignity, equality, and freedom without discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. The Company prohibits involvement in human rights violations such as child labor and sexual harassment and provides participation and grievance mechanisms for those affected by human rights violations arising from business operations, including appropriate remediation measures.

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- The Company and its subsidiaries shall treat customers with understanding and actively listen to customer feedback for effective improvement.

The Company is committed to developing products and services to maximize customer satisfaction and benefit while treating customers responsibly, honestly, and attentively through:

- The Company places importance on product quality and standards by focusing on the selection and development of products that are safe and compliant with international standards. The Company also continuously improves its service management systems to ensure that customers receive high-quality products and services and achieve the highest level of satisfaction.
- The Company continuously develops new products to respond to customer needs, enabling customers to access a diverse range of products that meet quality standards and specific requirements. The Company is committed to fair marketing practices and has established policies to ensure that customers receive accurate, clear, and non-misleading information regarding the Company's products and services, without exaggeration, so that customers have sufficient and reliable information for decision-making.
- The Company prioritizes customer safety and is committed to ensuring that customers receive high-quality products and services that comply with international safety standards, regulations, and applicable legal requirements. The Company continuously designs, develops, and improves its products and services to strengthen customer confidence in the quality, standards, and safety of the Company's products and services.

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- The Company has established a customer relationship management system to facilitate communication with customers, including the effective handling of complaints regarding product and service quality through the Company's website, enabling the Company to respond promptly to customer needs.
- The Company shall maintain the confidentiality of customer information and shall not misuse such information in any improper manner.
- The Company and its subsidiaries shall treat communities and society with sincerity, while promoting participation in community development in alignment with the economic, social, environmental, and cultural context of each community. The Company supports strengthening communities in the areas of education, cultural preservation, and public health, while fostering safe and livable surrounding communities and society. The Company also provides accurate information, promotes mutual understanding, listens to concerns, and cooperates constructively with communities and stakeholders.

2.3 Governance Dimension

- The Company and its subsidiaries are committed to conducting business lawfully, honestly, fairly, transparently, with proper disclosure of material information and accountability while considering the interests and impacts on shareholders, customers, business partners, employees, and all stakeholders, including fair benefit sharing.
- The Company and its subsidiaries emphasize compliance with national and regional laws, regulations, and international business ethics standards. Directors,

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executives, and employees must operate within legal and regulatory frameworks and shall not participate in or support any activities violating laws or regulations.

- The Company and its subsidiaries do not support intellectual property infringement and require directors, executives, and employees to comply with all applicable intellectual property laws and regulations.

2.4 Economic Dimension

- The Company and its subsidiaries prioritize economic stability by conducting sustainable business operations, generating income and employment opportunities for society, supporting career advancement, setting appropriate business goals, and paying taxes accurately and completely.
- The Company and its subsidiaries promote innovation and sustainable development by supporting research and development of modern products and services, adapting to industrial changes, improving production processes, and encouraging the use of technology and knowledge to enhance business operations.

This Policy on Social, Environmental, and Stakeholder Responsibility for Sustainable Business and Society was approved by the Board of Directors Meeting No. 1/2024 on 19 July 2024 and shall become effective on 23 July 2024.

Announced on 23 July 2024

(Mr. Chawalit Tippawanich)

Chairman of Board of Directors

Unique Plastic Industry Public Company Limited