



Policy Code: M18

Revision No.: 02

Effective Date: November 8, 2024

Social Policies and Practices

North East Rubber Public Company Limited ("the Company") is committed to growing its business sustainably, with a foundation built on the development of employees and communities, ensuring their growth alongside society. This is achieved by adhering to practices, laws, regulations, and standards related to social matters. Furthermore, the Company has integrated and strictly implemented practices, while continuously monitoring the outcomes of its social operations, to reduce negative impacts throughout the value chain. This approach promotes the well-being of community members, reduces disparities, fosters equality, and supports sustainable coexistence as follows:

1. Good Corporate Governance

The company is committed to conducting business with integrity, transparency, fairness, and ethics. It opposes corruption and strives to engage in fair commercial competition in accordance with business ethics, laws, and principles of equal competition. The company also rejects any behavior that hinders fair competition, such as seeking confidential information from competitors, accepting, offering, or providing any unethical business benefits. Furthermore, the company respects the intellectual property rights of others, with a policy that requires all personnel to comply with relevant intellectual property laws and regulations. The company also conducts campaigns to raise awareness and instill a sense of social responsibility at all levels within the organization.

2. Responsibility towards Employees and Labor

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Promote training for employees at all levels and develop their professional capabilities to ensure they have the potential for career growth and can keep pace with the changes in the modern world. This is achieved through both internal and external training programs. Additionally, appropriate benefits are provided to employees to motivate them and demonstrate the company's commitment to long-term employee care, ensuring a good quality of life for them. This also includes the management of safety, occupational health, and the working environment in strict compliance with the law, aiming to reduce accidents and create a safe working environment for employees.

3. Respect for Human Rights

The company is committed to respecting and upholding human rights by treating all stakeholders, including employees, communities, and surrounding societies, with fairness, equality, and freedom. We prioritize the protection of basic rights and ensure there is no discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. Additionally, the company ensures that its operations do not contribute to human rights violations, such as child labor or sexual harassment. Moreover, the company promotes monitoring the compliance with human rights standards and focuses on the development of human resources, ensuring fair treatment of labor. The company provides platforms for engagement and feedback, including grievance mechanisms, for individuals who have suffered human rights violations as a result of the company's operations.

4. Building Relationships and Responsibility to Customers, Business Partners, and Stakeholders

The company is dedicated to developing and delivering products that meet the highest standards of customer satisfaction and benefit. We are committed to treating our customers with responsibility, honesty, and care. Our goal is to provide high-quality, safe services that

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comply with international safety standards and regulations. Furthermore, we continuously engage in research, development, and improvement of products and services to ensure that customers can trust the quality and standards of our offerings, with full traceability. Additionally, we place great importance on protecting customer data, maintaining confidentiality, and ensuring that such information is never used for any inappropriate purposes.

5. Environmental Stewardship

The company is committed to social responsibility by preserving and protecting the environment, including the biodiversity of surrounding ecosystems, while minimizing negative impacts. The company ensures that its manufacturing processes comply strictly with relevant environmental regulations. From the intake of raw materials to the delivery of finished products, the production process is designed and developed with machinery and equipment installations aimed at reducing pollution, including wastewater, dust, exhaust gases, and various types of waste within the company.

6. Community Engagement and Development

The company conducts its business with responsibility towards the community and society, placing importance on reducing environmental impacts and avoiding operations that may negatively affect the quality of life of communities surrounding its establishments. It fosters involvement in improving the quality of life for people in the community through the following practices.

6.1 The company supports and provides appropriate assistance to society and communities in areas such as the economy, health, environment, society, and education, particularly to communities surrounding the company's operations. The company offers opportunities for the community and stakeholders to participate by

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providing feedback on projects that may impact the community, as well as by addressing suggestions or complaints arising from the company's operations. Furthermore, the company has a policy to support education for young people by providing scholarships, offering educational materials, and organizing various activities to enhance learning.

- 6.2 The company cooperates in implementing international standards or agreements developed to help prevent or mitigate environmental impacts and respond swiftly and efficiently to incidents affecting the community as a result of the company's operations.
- 6.3 The company encourages its employees to develop an awareness and sense of responsibility towards the environment and society by providing training and education on environmental conservation and fostering sustainable coexistence within the community.
- 6.4 The company prepares reports on its social and environmental performance, which are regularly presented to the management and board of directors, and shared with external parties as necessary. The reports are also disclosed through appropriate public channels.

Both the management and all employees have the responsibility to support, drive, integrate throughout the organization, and ensure compliance with the established policies. This includes communicating the policies to all stakeholders and fostering participation both internally and externally, to conduct business in a sustainable manner with a strong sense of social responsibility.

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This policy has been reviewed and approved by the Board of Directors at the 8th meeting of 2024, held on November 7, 2024. It shall be effective from November 8, 2024.

- Mr. Chanitr Charnchainarong -

(Mr. Chanitr Charnchainarong)

Chairman of the Board of Directors/

Corporate Governance and Sustainable Development Committee

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