



Policy Code: M15

Revision No.: 02

Effective Date: November 8, 2024

Sustainability Development Policy

North East Rubber Public Company Limited is committed to conducting its business in alignment with the fundamental principles and practices of good corporate governance, business ethics, and compliance with applicable laws and regulations. This includes integrating the principles of the UN Global Compact and the Sustainable Development Goals (SDGs), as well as other relevant international standards. The company focuses on fostering engagement, building trust, and creating value for its stakeholders while simultaneously contributing to the sustainable growth of society, the economy, and the environment across the entire value chain. This approach aims to ensure that sustainability development efforts align with the organization's goals. The company's operational framework is as follows:

1. Environmental Dimension

1.1 Climate Change Management

The company is committed to transitioning towards a low-carbon society by reducing greenhouse gas emissions from its operations across the entire value chain, from upstream to downstream. This effort includes promoting energy efficiency, increasing the proportion of renewable and alternative energy usage, and fostering innovative collaborations with suppliers, business partners, and all relevant stakeholders within the supply chain. The company aims to contribute to sustainable practices and drive collective action to mitigate the impact of climate change.

1.2 Water Resource Management

The company focuses on balanced water management by utilizing the Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI), to analyze water stress and assess the risks of water scarcity. This is done in conjunction with closely monitoring local water conditions through relevant authorities. The company promotes efficient water usage throughout its value chain by incorporating the 3Rs principle: Reuse, Reduce, and



Recycle. This approach aims to mitigate the impacts of water resource scarcity and ensures sustainable water management practices.

1.3 Circular Economy Operations

The company emphasizes the efficient management of resources in accordance with Circular Economy principles, prioritizing the handling of waste from production and consumption. This involves reintroducing used raw materials into production processes, promoting reuse, and reducing the use of unnecessary or single-use packaging, or materials that are compostable. Additionally, the company aims to create added value from recyclable or reusable waste, striving to achieve zero waste to landfill by minimizing waste sent to landfills.

1.4 Biodiversity

The company is committed to protecting and restoring ecosystems and biodiversity in all areas of its operations to ensure sustainability for future generations. This includes fostering collaboration with business partners and stakeholders to safeguard and restore natural habitats. Additionally, the company seeks to raise awareness among employees, communities, and relevant stakeholders through training programs focused on the responsible use of resources.

2. Social Dimension

2.1 Human Resource Development and Best Labor Practices

Emphasizing the creation of meaningful employment, the company is committed to respecting and adhering to universal human rights principles in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). This ensures that all employees can achieve maximum productivity, receive fair and performance-based compensation that aligns with their quality of life and that of their families, and have continuous opportunities to enhance their knowledge, skills, and competencies. Additionally, the company upholds employee retention principles and implements



succession planning to establish a strong foundation for sustainable business growth while delivering long-term value to society and all stakeholders.

2.2 Occupational Health and Workplace Safety

The company is committed to fostering a safe, suitable, and harassment-free work environment, free from all forms of violence. This includes managing air quality, chemicals, and hazardous substances to cultivate a strong workplace safety culture, in alignment with the principle of zero occupational accidents. This is achieved through job safety analysis, preventive measures, and raising awareness among employees, as well as partners, contractors, visitors, and all stakeholders across the value chain.

2.3 Social and Community Development

The company is committed to creating value and improving the well-being of communities and society in the long term, the company conducts its business with a holistic awareness of its impact on local populations. We actively promote and support meaningful community engagement, providing education and skill development to community members and stakeholders through various activities and communication channels. These initiatives enable communities to express their opinions, concerns, and suggestions, fostering resilience and sustainable growth. Additionally, we adhere to the principles of Human Rights Due Diligence (HRDD), ensuring comprehensive human rights assessments to identify risks and impacts, thereby strengthening the protection of stakeholders' rights.

3. Corporate Governance Dimension

3.1 Good Corporate Governance

The company is committed to adhering to the principles of good corporate governance, focusing on enhancing business processes with ethical business practices, anti-corruption efforts, fair competition, and accountability. We aim to treat stakeholders with fairness, transparency, equality, and accountability while ensuring compliance with all relevant laws, regulations, and guidelines. This approach is geared towards achieving



excellence in corporate governance, as recognized by the principles and practices of the Securities and Exchange Commission (SEC).

3.2 Creating sustainable growth together

The company is committed to fostering sustainable growth in collaboration with communities, society, and the nation through investments, project development, and business operations. This includes promoting career opportunities, income, and enhancing the competitive advantages of communities, partners, or enterprises. The goal is to drive economic growth, promote opportunities, and include vulnerable groups throughout the value chain in accessing employment, income, and a good quality of life. This will lead to the long-term strengthening of communities and society.

The management and all employees are responsible for supporting, driving, and integrating the policy throughout the organization, ensuring alignment with the defined sustainability objectives. This includes communicating the policy to all stakeholders, as well as engaging with external entities to enhance the organization's capabilities in promoting sustainable development.

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

- Mr. Chanitr Charnchainarong -

(Mr. Chanitr Charnchainarong)

Chairman of the Board of Directors/

Corporate Governance and Sustainable Development Committee