



**THAI EASTERN GROUP HOLDINGS**

**Policy No.16**

**Social and Environmental Responsibility Policy**

Announced Date March 22, 2019

## **Announcement number BOD 016**

### **Social and Environmental Responsibility Policy**

#### **1. Introduction**

Thai Eastern Group Holdings Company Limited (Company) and the subsidiaries company recognized the important of business's sustainable growth and being part of the society, one of the important component which is the responsibility to the society and it's environment, the Company decided to provide the policy regarding the subject matter to guide company's personnel in conducting their business as follow:-

#### **2. Principles**

According to company's Code of Business Conduct regarding the roles and responsibility to promote the social quality and environment the board of directors had agreed to announce the Social and Environmental Responsibility Policy to provide guidance for company's personnel in conducting their business operations with the aims of the company to take care of community, society and environment while pursuing it's prosperity and sustainability

#### **3. Social and Environmental Responsibility Policy**

The Company realized the important of business's growth and sustainability under the roles of Corporate Social Responsibilities and Environment. the Company must take care of all stakeholders, economic, social and environment according to moral and code of business conduct, the Company expected that doing business with the responsibility to society will lead to the benefit for all and support the growth of the business, the following Policy on social and environmental responsibility comprises of 8 parts

##### **3.1 Conducting business in a fair and just manner**

- The Company will conduct business with integrity according to the policy ruled out in Good Corporate Governance Policy
- The Company will compete in market with fairness, compile with law and regulations, and the principle of equality in business according to the Code of Business Conducts
- The Company will treat customers' information in secret according the Policy of Information Security

- The Company will conduct their business in transparency and avoid transaction that leading to the conflict of interest with the stakeholders according to the Policy on Conflict of Interest

### 3.2 Regarding the Anti-corruption

The Company will cooperate with society and public in action against the corruption with our policy on Anti-corruption reflect in our organization structure in which balance of roles and responsibility, line of command are clearly stated and appropriately balance of authority and auditing practice

### 3.3 Regarding Human Right

The Company had ruled out the policy regarding the protection of human right, we will treat all related parties, staff, community and society with respect of the value of human being, the equality of liberty without violating the basis right and without discrimination of birth place, nationality, religion, linguistic, gender, age, education and physical condition , political opinion or social status, child labor Trafficking and sexual harassment is not allowed.

### 3.4 The fairness in treatment toward company's personnel

The Company realize the important of staff development and the treatment of labor force with fairness which is the important component of value added to the business and enhance the competitiveness and sustainable growth of the company, the following are guidelines for business conduct

- Respect the right of staff according to the Principles of Human Right and Labor law
- Recruitment and hiring condition with fairness including the remuneration and promotion under the fair evaluation process
- Support the development by providing training and seminar to enhance knowledge
- Encourage of cultivation of attitude toward fairness and team work
- Provide fringe benefit according to the law
- Provide annual health check to all personnel with considering the risk under age and work environment of each person
- Provide a safe and hygiene work environment for all
- Provide opportunity for all to voice their concerns and complain regarding the unfair treatment and wrongfully act in the company including the protection of staff who reporting the matter

### 3.5 The responsibility to the customers

- The Company aim to provide product and service with quality for the best satisfaction of our customers
- The Company aim for the standard quality, safety of workplace and environment, and energy conservation in production to ensure the usage of resources in economic manner without creating affect to environment according to the policy of Eco Product and Eco Factory
- Providing the communication channel with customers including complains regarding quality through website, email and phone-call, all matter will be responded promptly
- The Company will keep information of customers in secret, will not disclose or use the information in wrongful way

### 3.6 The responsibility to the customers

- The Company had the system to take care of the farmers and produce seller with fairness in both the weighting and pricing mechanism
- The Company had the unit to look after farmers and produce seller to provide information and knowledge regarding rubber and palm oil plantation management
- In raw material procurement, the Company having process in place for procurement and inspection with fairness and transparency and opened for audit

### 3.7 The responsibility toward environment

The Company emphasize on the important in taking care of environment with the recycle of resources for the highest benefits by providing framework as follow

- Zero Waste, the Company will utilize waste from manufacturing and scrap with highest benefit
- Zero Discharge, the Company will manage the water resources and waste for the highest benefit and will not discharge to the public
- Eco Industry, the Company will increase the renewable energy usage in production and will reduce the waste from the production process

3.8 The cooperation with community and society

The Company realize the roles and responsibility toward the community and society to enhance the strength of the community and return to the society with the objectives to create a healthy community and the sustainable organization, the company had announced policy regarding the assistant and development of society development with objective to

- Supportive to the education to enhance the basis knowledge to the youth for their career
- Supportive to the health related activity of the community to create a white community with healthy in physical, emotion and spirit
- Supportive to the famers with sound farm management to increase the productivity and income to the farmers
- Taking care of environment enable the business to co-exist with the community in sustainable and minimize the affect
- Supportive to the local employment and encouragement of local economic

The effective date of this policy is from 22 March 2019 onward

Announce date March 22, 2019

Thai Eastern Group Holdings Company Limited



(Chalerm Kokanutaporn)

Chairman