



Corporate Social Responsibilities Policy Chememan Public Company Limited

The Company realizes the importance of conducting business towards sustainable growth with corporate social responsibilities. It focuses on morally and ethically operating the business while contributing to the wellbeing of the stakeholders, economy, society and environment. By conducting business with corporate social responsibilities, the Company hopes to create benefits to the society along with the Company's growth. Therefore, the Company has established the policy of corporate social responsibilities for all employees to adhere to, which can be grouped into seven sections as follows:

1. Fair Business Conduct

The Company strives to operate the business with honesty, fairness, good business ethics and aims to compete commercially in accordance with business ethics, laws, fair trade competition principles, as well as against any behaviors that obstruct fair trade competition. With respect to the intellectual property rights of others, the Company requires all personnel to comply with the law or regulations on the rights to intellectual properties. The Company also has campaign projects to cultivate social responsibility among personnel of all levels.

2. Anti-Corruption

The Company manages the business on the basis of being transparent, ethical, adhering to good corporate governance and complying with laws relating to anti-corruption, giving and receiving unlawful bribes to the government or private officials. The Company's organization structure is constructed to clearly separate duties, responsibilities, work process and reporting line in each work function, in order to ensure checks and balances and appropriate cross examination. The Company has laid down an anti-corruption policy as guidance for the directors, executives and employees of the Company and its subsidiaries.

3. Respect for Human Rights

The Company supports and respects human rights by treating concerned parties including employees, community and society with humanity respect, equal rights and freedom, while against violation of basic human rights and discrimination on race, nationality, religion, language, skin color, gender, age, education, physical appearance or social status. The Company also sees to it that its business is not



involved in violation of human rights. Moreover, the Company supports monitoring its compliance with human rights regulations by encouraging the stakeholders to express opinions and provide channels for complaints from the victims of human rights abuses caused by the operation of Company's business and offer reasonable remedies.

4. Fair Treatment of Labor

The Company realizes importance in human resources development and fair treatment of labor, which is a factor that will help to increase value to the business, strengthen competitive potential and sustainable growth ability of the Company. Thus, the following guidelines has been established:

1. Respect the rights of employees by adhering to human rights principles and labor laws
2. Set up fair process of recruitment, employment, terms of employment, remuneration and performance evaluation
3. Promote personnel development by arranging for trainings, seminars and encourage personnel to join in professional trainings in various fields to increase their knowledge and potential, including instill good attitudes, morality, ethics, and teamwork in all personnel.
4. Provide employee welfare as stipulated by laws such as social security and those not required by laws such as provident fund, health insurance, accident insurance, disability insurance, staff housing, emergency loan, housing loan and other monetary assistance such as death benefit
5. Provide annual physical checkup for employees of all levels, with consideration to individual risk factors such as age, gender and work environment
6. Provide a safe environment with proper hygiene in the workplace by setting measures to prevent accidents and promote safety consciousness, as well as provide trainings, promote employee's hygiene and creating healthy and safety workplace
7. Provide opportunities to employees to express opinions or complaints on unfair treatment or wrongdoing in the Company and provide protection to the whistleblower

5. Customer Accountability

The Company is determined to develop its customer service to achieve customer satisfaction and be responsible and honest in dealing with customers. It oversees that the production process works efficiently to ensure delivery of products at agreed quantity and time. In case of changes in the



production plan which may affect the delivery of products, the Company shall discuss with the customer to minimize the impact.

6. Environmental Preservation

The Company places a great emphasis on social responsibility by preserving the environment. The Company strictly adheres to the laws relating to environmental preservation, while supporting environmental activities by continually allocating human resources and funding for such activities and closely coordinates with the surrounding communities.

7. Community and Social Development

The Company realizes its responsibilities towards communities and society. It provides assistance and support community and society development through various channels such as supporting youth education by donating school supplies and awarding scholarships, donating funds to public organizations for public interest such as donations to police stations for improving public service equipment, donations to hospitals for medical equipment improvement and donations to support religious activities.

- Signature -

(M.L. Chandchutha Chandratat)

Chairman of the Board