



CHEMEMAN PUBLIC COMPANY LIMITED

บริษัท เคมีอูแมน จำกัด (มหาชน)

195/11-12 Lake Rajada Office Complex 2,
10th - 11th Floor, Rajadapisek Road, Klongtoey,
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Sustainability Development Policy

Chememan Public Company Limited (the “Company”) recognizes the importance of conducting business in a sustainable manner. The Company believes that success of its business should be built upon a foundation of good corporate governance, operational excellence, and continuous development and responsibility for the environment and society.

Sustainability Development Framework

This Sustainability Development policy is developed to set out principles and guideline to ensure shared value is created for all stakeholders across the value chain. To sustain the long-term business, the Company requires an integrated approach to achieve sustainability in all dimensions of its operations, including management of the economic, environmental and social risk and opportunities as follows:

1) Economy

The Company operates its business that value economic sustainability by developing sustainable and integrated product solutions for customers to protect the environment while strengthening good corporate governance, complying to laws and regulations, and adhering to the principles that ensure transparency, avoid corruption, and promote fair and ethical behavior. The Company’s governance is governed under Anti-corruption Policy and Corporate Governance Policy.

2) Environment

The Company adopts technologies and proactive environmental management strategies to minimize negative impacts on the environment while upholding its commitment to environmental responsibility. Recognizable environmental stewardship activities include, but are not limited to resource management, energy management, climate change and carbon emission reduction, waste management, and many other sustainable actions. The Company’s environmental management direction is governed by the Environment Policy.



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3) Society

The Company encourages dialogue and participation with internal and external stakeholders by establishing clear communication channels and providing reliable and accurate disclosures of information. The Company is committed to act in accordance with the laws and regulations of human rights and labor rights, provide a safe and healthy work environment that promotes personal development, well-being, humanity respect, non-discrimination, and equality. The Company's social actions are governed under Social Management Policy.

Sustainability Development Goals (SDGs)

The Company has adopted the United Nations Sustainable Development Goals (SDGs) as a guideline for its Sustainability Development policy and will play a proactive role to ensure its business contributes to achieving the targets set out by the SDGs.

Measurement

Establishment of measurable indicators is important to ensure that the targets would be practically achieved. Key implementation includes setting an annual execution plan, monitoring each indicator at proper measurement frequency, regularly reporting the results to all related parties including Board of Directors and executives, and reviewing the goals, indicators, strategy, and execution plan on a yearly basis.

Roles and Responsibilities

This policy applies to all members of the group of companies including members of Board of Directors, executives and all employees. Their commitment shall be demonstrated within the established Sustainability Development Framework to ensure the Company continues to create a positive impact in all dimensions it operates.