



CHEMEMAN PUBLIC COMPANY LIMITED

บริษัท เคมีอูแมน จำกัด (มหาชน)

195/11-12 Lake Rajada Office Complex 2,
10th - 11th Floor, Rajadapisek Road, Klongtoey,
Bangkok 10110 THAILAND

Tel: (66) 2661 9734-8
Fax: (66) 2661 9733
<http://www.chememan.com>

Social Management Policy

In line with its purpose of building a sustainable future, Chememan Public Company Limited (the “Company”) is committed to conducting business with responsibilities for all groups of stakeholders, including employees, shareholders, customers, business partners, suppliers, government agencies, and society. The Company has therefore set forth a Social Management policy as follows:

1. Conduct and promote ethical business operations with transparency, fairness, and accountability along with the improvement of well-being of employees, communities, and society, while protecting the interests of stakeholders.
2. Implement action plan to manage, develop work processes and maintain standard of occupational health, safety and security along the value chain in which the Company operates while balancing the interests of a diverse ranges of stakeholders.
3. Establish and review measures to prevent and mitigate risks by engaging employees in reviewing and assessing risks in all activities through the Safety, Occupational Health, and Work Environment Committee.
4. Strictly comply with laws and applicable regulations and requirements related to social, health and safety management.
5. Promote and provide opportunities for stakeholders to engage in social responsibility projects or activities as well as committing to conduct activities together with stakeholders.
6. Provide a safe and healthy work environment and respect human rights by treating all relevant parties including employees, community and society with humanity respect, equal rights, non-discrimination and freedom, as well as regularly monitor its compliance with human rights principles and labor laws.
7. Foster good social management culture and behavior throughout the organization through regular personnel development, and capacity-building, with equal opportunities for professional growth and appropriate welfare.



CHEMEMAN PUBLIC COMPANY LIMITED

บริษัท เคมีอูแมน จำกัด (มหาชน)

195/11-12 Lake Rajada Office Complex 2,
10th - 11th Floor, Rajadapisek Road, Klongtoey,
Bangkok 10110 THAILAND

Tel: (66) 2661 9734-8
Fax: (66) 2661 9733
<http://www.chememan.com>

This policy applies to all members of the group of companies who shall demonstrate their commitment to the established policy to ensure that the Company continues to create a positive impact in all dimensions it operates.