

# STP & I Public Company Limited

## Corporate Social Responsibility

(This policy has been approved at the Board of Directors' Meeting No. 3/2023 on 10th March 2023)

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## Corporate Social Responsibility

STP & I Public Company Limited operates the business with responsibility to the community, economy, and environment, adhering to the principle of corporate good governance. The Company has a Corporate Social Responsibility Policy which calls for balancing respectful treatment and development among all stakeholders.

“**Stakeholders**” mean employees, directors, shareholders, partners, customers, consumers, suppliers, creditors, debtors, community nearby and community in a remote area, natural environment, government, government agencies, the Country, including other related parties, Stakeholders who could be affected from the Company’s operation. And also, it could be affected directly or indirectly to the company, therefore, there will be 2 groups of stakeholders as follows:

1. Primary Stakeholders – Related parties who involve directly to the Company’s business such as client, partners, supplier, employee and employee’s family, shareholders, investor, debtor and nearby community.

2. Secondary Stakeholders – Related parties who involve indirectly to the Company’s business such as government, government agency, association, professional, Non-Profit organization, potential client, potential candidate, other communities.

The Company has a policy on Social Responsibility which is in line with the Corporate’s policy and Corporate Good Governance

1. Conduct business with integrity, transparency, fairness, and traceability for the growth of the Company together with the development of the well-being of employees, communities, society, environment, and all other stakeholders.
2. Promote and educate on humanity and the environment to all levels of employees to define the guide of improvement and sustainability responsibility of society and environment.

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3. Promote to set up an activity that related to social responsibility to society and environment by using the Company's existing resources to success with cost effectiveness and efficiency.
  4. Extend their collaboration and promote staff members to fulfill these policies successfully

### **The Company Social Responsibility**

The Company's social responsibility is in line with the business operation or activities that create value for the Company and society. The value added will be beneficial to shareholders and all stakeholders and also increase the Company's competitiveness in terms of productivity. In addition, it also creates a good relationship among stakeholders which enables sustainable growth for the Company. The Company has conducted the Company social responsibility as follows:

1. Our management and engineer realized that we work professionally under the agreed contract for the client by producing the process of work and product as per the client's requirement on engineering specification, and related standards of both local and exported foreign countries. We ensured that consumers use our product safely which is our standard of work. Moreover, the safety record of our working time without loss of injury.
2. The company has complied with the agreement and conditions to our client with international standards. The company also has the policy to keep the confidentiality of client's information. The Company will not be public and not take advantage of the client information.
3. The Company concentrates on the limitation of resources and duty to protect the environment therefore, the Company has to evaluate and examine the quality of air, sound, waste water, and dust every year.
4. The Company was awarded ISO 14001: 2015 environmental system standards and committed to setting the environmental policy and maintaining it within the company to ensure that it does not have an environmental impact on

employees and communities. The company has continuously improved its operations, such as environmental quality measurement according to the law, campaigns for employees to be aware of the use of office materials appropriately, such as the use of copier paper on both sides, turning off lights, air conditioning, and the computer screen during the lunch break, changing to the energy saving lamp, manage recycled waste. All these activities will save unnecessary expenses and natural resources as well.

5. The company informs all employees to be aware of the proper use of tools, machinery, and equipment as per the instruction manual, training before use, and continuous maintenance properly.
6. The company has the training to develop our staff competency to have a career path and promotion efficiently. And to ensure that all employees are treated fair and proper decisions.
7. The company realized the well-being of employees' physical health by providing an annual health check every year.
8. The company has complied with ISO 45001:2018 as an international standard on safety and occupational health. The company emphasizes management to reduce the risk of causing injury and illness, especially to operational staff and loss of assets. To prevent problems and harmful things to the health and welfare of employees which is considering as an indirect return to society. Because if employees work safely, there should not to the well-being of themselves and family and not be a burden to society.