Supalai Public Company Limited
Policy on Sustainable Society
(Revised Edition No.2, B.E. 2569 (2026)

Scope of this policy

The "Policy on Sustainable Society" is established to govern and promote a corporate culture of social and community responsibility. Its key purpose is to build knowledge, foster understanding, and oversee social and community responsibilities among personnel to ensure ethical and transparent operations. This policy covers issues of human rights, labor relations, equality and non-discrimination, employee potential development, occupational health and safety, community engagement, supply chain responsibility, and the fair treatment of stakeholders. This policy is in alignment with ESG principles, FTSE guidelines, and international standards such as the UNGPs, ILO, GRI, and the SDGs. It applies to all departments of the Company, its subsidiaries, and relevant business partners.

Policy Statement

The "Policy on Sustainable Society" is a policy that requires the organization and its personnel to comprehensively consider the impacts on stakeholders arising from its activities in all dimensions. It comprises five policy implementation plans as follows: 1) Shareholders, 2) Internal Personnel (permanent and non-permanent), 3) Business Partners (all supply chains, creditors/debtors), 4) Customers, and 5) The Community.

Policy Implementation Plan

Policy Implementation Plan 1: Plan on Internal Personnel
The implementation of the policy on internal personnel consists of the following:

No.	Details
1.1	The Company requires all directors, executives, and employees to strictly adhere to the Code of Conduct and the principles of good corporate governance.
1.2	The Company requires working hours, overtime, and remuneration to comply with applicable laws and regulations. The Company also promotes the appropriate management of working hours and the prevention and reduction of excessive working hours, with the aim of promoting employees' well-being and work-life balance.
1.3	The Company shall communicate, disseminate, and provide training on human rights principles to its internal personnel.
1.4	The Company is firmly committed to supporting a liberal democratic society, yet it shall maintain political neutrality and not align with any political party.
1.5	The Company shall provide transparent and fair channels for whistleblowing and lodging complaints.
1.6	The Company shall ensure that the recording, reporting, and retention of human rights-related data comply with international standards.
1.7	The Company shall establish a system to prevent the use of inside information.

No.	Details
1.8	The Company shall responsibly govern and manage information technology and artificial intelligence.
1.9	The Company shall establish internal controls and internal audits to ensure fairness in ethics, human rights, and personnel remuneration.
1.10	The Company shall manage conflicts of interest fairly.
1.11	The Company prohibits all directors, executives, and employees from soliciting, engaging in, or accepting any form of corruption, whether directly or indirectly.
1.12	The Company requires all directors, executives, and employees to maintain and preserve the Company's assets in good working condition and to prevent their damage or loss.
1.13	The Company requires all directors, executives, and employees to respect the law and the principles of human rights and equality (Good Labor Practices).
1.14	The Company shall ensure that all directors, executives, and employees receive training to develop their mindset and potential in sustainability (environmental, social, and economic aspects).
1.15	The Company shall govern and manage occupational safety and health in strict accordance with legal requirements.
1.16	The Company shall ensure its personnel have the right to freedom of association within the legal framework and in accordance with the International Labor Organization (ILO).
1.17	The Company shall ensure its personnel have the right to collective bargaining within the legal framework and in accordance with the International Labor Organization (ILO).
1.18	The Company shall systematically and fairly define the differences in benefits between permanent and temporary employees.
1.19	The Company supports inclusive employment, including the hiring of persons with disabilities, the disadvantaged, and the elderly.
1.20	The Company shall publicly communicate and disclose its social practices related to labor standards.
1.21	The Company shall conduct labor risk assessments for all business units, including future projects.
1.22	The Company shall establish a system to monitor non-compliance with labor standards.
1.23	The Company shall collect and report quantitative labor data, including: voluntary turnover rate, number of temporary employees, percentage of employees with disabilities, percentage of female employees, and employee training hours.

Policy Implementation Plan 2: Plan on Business Partners

The implementation of the policy on business partners consists of the following:

No.	Details
2.1	The Company shall treat its business partners transparently, fairly, and in accordance with the Code of Conduct and human rights principles.
2.2	The Company shall engage with its business partners under the rules of fair competition.
2.3	The Company shall establish a fair and sustainable purchasing mechanism and process to support sustainable business partners.
2.4	The Company shall provide training programs to promote and develop its business partners on social aspects.
2.5	The Company shall require the disclosure of data on working hours as a condition for participation in the sustainable procurement mechanism.
2.6	The Company shall require sustainable business partners to disclose information on providing employee compensation in accordance with the law as a condition for participation in the sustainable procurement mechanism.
2.7	he Company shall require sustainable business partners to disclose information on safety and occupational health as a condition for participation in the sustainable procurement mechanism.
2.8	The Company requires its business partners to grant their personnel the right to freedom of association within the legal framework.
2.9	The Company requires its business partners to grant their personnel the right to collective bargaining within the legal framework.
2.10	The Company shall publicly communicate and disclose its social practices related to the supply chain.
2.11	The Company shall assess new business partners using social indicators (labor practices, working hours, and safety/occupational health), in conjunction with environmental indicators and other capabilities, during the annual partner evaluation.
2.12	The Company shall randomly monitor and report on the performance of business partners operating under the sustainable procurement mechanism.
2.13	The Company is committed to managing its operations to ensure creditors are confident in the Company's financial standing and its strong ability to meet debt obligations.
2.14	The Company commits to managing loans in accordance with their intended purposes and shall not use the funds in a manner that could cause damage to the Company.
2.15	The Company commits to disclosing the terms and conditions of debt repayment to creditors completely, accurately, and in a timely manner.
2.16	The Company shall strictly adhere to all contracts and agreements with its creditors. In the event of an inability to comply, the Company shall promptly enter into negotiations with the creditors in advance to jointly find a solution and prevent any potential damage to the Company.

Policy Implementation Plan 3: Plan on Customers

The implementation of the policy on customers consists of the following:

No.	**Details**
3.1	The Company shall conduct its marketing and public relations activities in a responsible, clear, and fair manner towards all stakeholders.
3.2	The Company shall ensure that all information, news, advertising, and public relations are accurate and constructive.
3.3	The Company shall safeguard the security of customer data and critical corporate information, while simultaneously managing its communication channels to ensure they are up-to-date and efficient, and to mitigate risks arising from false or inappropriate information.
3.4	The Company supports the use of media and production materials that are safe for health and environmentally friendly.
3.5	The Company shall use appropriate and accessible communication channels to ensure the public and stakeholders are widely informed. It shall also be receptive to feedback, using it to adapt its operational approaches to better meet the needs of relevant stakeholders.
3.6	The Company shall establish guidelines and mechanisms to prevent and manage communication issues that could pose a risk to its corporate image. This includes having measures for communication crisis management, a system for responding to complaints, and an effective and systematic problem-resolution mechanism.

Policy Implementation Plan 4: Plan on the Community

The implementation of the policy on the community consists of the following:

No.	**Details**
4.1	The Company requires its personnel to conduct business ethically and with responsibility towards society, the community, and the environment, through transparent and ethical approaches to create value for stakeholders.
4.2	The Company shall establish guidelines to prevent and mitigate potential negative impacts on society and the community. This includes regularly assessing social and community impacts, developing projects to enhance positive impacts, and promoting collaboration among the business sector, the public sector, and civil society. Channels for receiving feedback from the community and stakeholders shall be provided to effectively respond to their concerns and needs.
4.3	The Company shall establish channels and a grievance mechanism, and commits to providing remediation for individuals and communities affected by its business operations.
4.4	The Company requires the Construction Department, the Community Service Department, and other relevant departments to assess and mitigate human rights impacts as an integral part of their operational processes.
4.5	The Company shall randomly monitor and continuously report data on incidents of human rights violations.

No.	Details
4.6	The Company encourages its personnel to participate in the development of the communities where it operates and society as a whole, in economic, social, community, and environmental aspects.
4.7	The Company encourages its personnel to have a spirit of volunteerism and social responsibility without expectation of reward, and promotes activities that create sustainable benefits for society and the community.
4.8	The Company supports community participation and the development of projects that enhance the quality of life for people in the areas where the Company operates, with a focus on various aspects of development.
4.9	The Company supports participation in civil society networks, monitoring and engaging in social issues, facilitating the exchange and transfer of technology, and providing relief from various disasters.

Expectation

The expected outcome of the "Policy on Sustainable Society" is that the organization's personnel understand and are able to implement social-related sustainability practices correctly and effectively as required by the Company.