

# **Corporate Social Responsibility Policy**

**Wyncoast Industrial Park Public Company Limited  
and its subsidiary**

## **Corporate Social Responsibility Policy**

### **Wyncoast Industrial Park Public Company Limited and its Subsidiaries**

Wyncoast Industrial Park Public Company Limited and its subsidiaries (“the Company”) operate business with ethical consideration for stakeholder, economy, society and environment. The Company also set ethical and good corporate governance principle as a business operation guideline with honesty, fair and awareness of the negative impact on the economy, society, natural resources and environment in order to build confidence among shareholder, employee, customer, stakeholder and all related parties to the Company and its subsidiaries as its social responsibility policies as follows:

#### **(1) Operating business with fairness**

The Company and its subsidiaries realize honesty and fairness business operations in accordance with the rules of competition under relevant laws and regulations by considering the benefit and impact from the operation to stakeholder such as shareholder, investor, employee, customer, business partner, creditor, society, community and surrounding environment of the Company and its subsidiaries which its guidelines are as follows:

- (a) Strictly operate the business in accordance with applicable laws, regulations and rules; as well as cooperate with government official.
- (b) The Company and its subsidiaries have a policy not to cooperate or support any person or organization which deals either illegal business or being threat to society and national security.
- (c) Encourage staff and employee to realize the significance perspective of law abidance and fair competition.

#### **(2) Anti-Corruption**

The Company and its subsidiaries have policy to anti-corruption by emphasizing on ethics, and transparent business operation in accordance with the code of conduct of the Company and its subsidiaries as well as operate with an efficient management system together with transparent and verifiable. The Company and its subsidiaries promote training and raise awareness among staff and employee to recognize incident corruption and supervise anti-corruption practices by particularly implementing anti-corruption policy and guideline.

### **(3) Respect the human right**

The Company and its subsidiaries operate business with respect for human right by promoting and protecting the right and freedom as well as equal treating to other both inside and outside the organization which is the foundation of management and human resources development. In addition, the Company and its subsidiaries have no discrimination policy against people of different nation, gender and children.

### **(4) Fair treatment to labor**

The Company and its subsidiaries believe that human resource is the key for sustainable development. Therefore, employee's quality of life must be seriously concerned by providing well working environment and emphasizing on fair human resourcing system in order to develop our human resource as bases on fairness and also progressively encourage human resource development by providing the training and learning from actual operation upon its individual needs for increasing work efficiency and create career opportunities.

### **(5) Customer care**

The Company and its subsidiaries pay attention on production, product's development and quality service in order to meet customer's satisfaction and desire.

### **(6) Environmental care**

The Company and its subsidiaries have strictly comply with environmental management laws, regulations, preventive measure and correction measure when there is any impact to the environment as the result of the Company and its subsidiaries' operating including the efficient and worth usage of resources as well as having standard and quality waste separation system and environmental management system evaluation.

### **(7) Co-developing and creating good interactions with the community and environment**

The Company and its subsidiaries recognized the importance of social responsibility, accordingly, a social development project has been continuously organized to support and encourage for education and training to staff and employee for cultivating sense of responsibility towards community, environment and society among employee at all levels also encourage staff and employee to participate in various activities organized by the Company and its subsidiaries.

Moreover, its policy to participate in social responsibility, environment preservation and community development as well as creative project to promote and support the better well-being of the Company's community surrounding.

The Company and its subsidiaries also organize a campaign to create awareness among staff and employee for both efficient and wise consumption and preservation of resources and energy.

## (8) Partner Selection

The Company and its subsidiaries have set a selecting trading partner's criteria by providing detailed information to all partners and not obstruct any trading partner from business competition or establish a management and monitoring system to ensure that there is completed contract's obligation, on due payment transaction upon the agreed payment term.

Moreover, to provide annual trading partner evaluation and notify the result with suggestion for trading partner to continuously improve the product and service quality. Meanwhile, also provide the opportunity for partner to raise complaints.

Executive, employee and staff are prohibited to receive goods or any other benefits from other person who has duties or businesses that related to the group of company, except on occasion or festival that traditionally practices as people shall treat to each other.

## (9) Creditor Treatment

The Company and its subsidiaries strictly comply with contract or condition that has been agreed. In the event that there is either failing in one condition or any cause for unable to debt repayment, the creditor must be notified without any concealed facts in order to jointly consider the solution subject to the rational principle and strive to maintain durable relationship and mutual trust with creditor.

Moreover, to manage the Company and its subsidiaries' capital as appropriate structure for supporting the Company's business operation and maintain trust with its creditor are the Company its subsidiaries' determination.

Announced on 20 January B.E. 2022



Mr. Jak Chamikorn  
Chairman of the Board

Wyncoast Industrial Park Public Company Limited

This Corporate Social Responsibility Policy

*Approved by the Nomination Committee Meeting No. 1/2022 on January 20, 2022.*

*It was approved by the Board of Directors Meeting No. 1/2022 on January 20, 2022.*