

# SUSTAINABILITY MANAGEMENT POLICY



## Sustainability Management Policy

Univentures Public Company Limited (“the Company”), which invests in various businesses, are committed to sustainable business development to create participatory growth throughout the business value chain in order to create mutual values and benefits for the long term between the Company and all stakeholders. The Company realizes the importance of operating the business for stable and sustainable growth, covering all dimensions, both economic, social and environmental under the principles of good governance and social and environmental responsibility, including taking into account the expectations of relevant stakeholders. Besides complying with the rules, regulations and standards related to the business operations of the Company and its subsidiaries (collectively called “UV Group”), the Company is also concerned with adherence to international principles of sustainability such as the Sustainable Development Goals (SDGs) and Ten Principles of the UN Global Compact.

### 1. Objectives

This Sustainability Management Policy has been established to provide UV Group with management guidelines and practices consistent with the principles of sustainable development and create engagement with all groups of stakeholders to create a balance in economic, social and environmental dimensions.

### 2. Sustainability Management Policy

- (1) Comply with the law and relevant requirements in conducting business and respecting international practices.
- (2) Take into account the balance of economic, social, environmental and expectations of all stakeholders in the operation for sustainable growth. UV Group’ sustainability development framework is as follows:
  - **Economic dimensions: Investing for sustainable returns and impacts**
    - Aim to grow the business by investing in potential businesses and are important to the development of the country to create a shared value between UV Group, the economy and society, as well as to supervise and promote the businesses that the Company has invested in, have sustainable development practices.
    - Promote sustainable supply chain management, including promoting and encouraging partners, suppliers and stakeholders throughout the business supply chain to operate in accordance with sustainable development guidelines.
    - Place the customer as the center. Focus on creating and developing products and services continuously to provide the products and services of UV Group to exceed the expectations of the customers under fair conditions. Provide accurate and sufficient information about products and services for decision-making, as well as keeping customers' information and confidentiality. Do not use it for one's own benefit or wrongdoing.



- Supervise and operate business legally and related regulations under the principles of good corporate governance, effective risk management and management that is transparent and verifiable which is consistent with international guidelines or practices, as well as anti-corruption in all forms.
  - **Social dimension: Citizenship of society**
    - Manage human resources to create potential including recruiting, selecting and developing to retain potential employees to work with UV Group in the long term by adhering to human resource management and treating employees equally and fairly, both in terms of compensation and benefits, pay attention to safety, hygiene and good working environment, including human resource development to enhance the work of employees professionally and for career advancement, as well as building relationships between employees and the organization.
    - Supervise the operation of UV Group in accordance with human rights principles and support throughout the business chain by giving priority to respect and protection of fundamental human rights, equality and do not get involved with human rights violations.
    - Aiming to benefit the community and society by reducing the negative impacts and creating a positive impact from the business operations of UV Group, as well as conducting or supporting activities that contribute to the improvement of the quality of life or strengthen the community and society by using knowledge UV Group's expertise, resources and business networks, including promoting employees to take part in benefiting society both directly and indirectly.
  - **Environmental dimension: Conducting business with consideration of environmental impact**
    - Manage the use of resources and energy for the most cost-effective and efficient use, as well as seek ways to reduce the emission of waste and greenhouse gases.
    - Promote the use of technology and innovation to enhance the efficiency of environmental, energy, water and waste management in UV Group's business processes.
    - Campaign to raise awareness of environment and energy by communicating to management and employees at all levels to be aware of the environmental responsibility, risks and environmental impacts that may arise from UV Group's business operations, as well as supporting the implementation of activities to conserve the environment and to instill environmental responsibility consciousness.
- (3) Strive to bring the concept, policy, strategy and practice of sustainable development into practice and operation across all departments and subsidiaries in accordance with international principles, practices and standards. Requiring executives to be a good role model and employees at all levels must acknowledge, understand and act in order to achieve the objectives and goals set for both short-term and long-term.



### 3. Sustainability Management Guidelines

The details of the Company's sustainability management structure are as follows:

- **The Board of Directors** is responsible for
  - Approve the sustainability management policy and consider reviewing in accordance with the appropriate circumstances.
  - Supporting business operations and carrying out activities within UV Group to meet the sustainability goals and in line with sustainable development according to international principles.
- **Sustainability and Risk Management Committee**, consisting of the President, chief executive of division and chief executive of subsidiaries, is responsible for
  - Prepare UV Group's sustainability development plan in accordance with UV Group's sustainable development policy and business strategy plan.
  - Monitor, supervise and drive implementation of the sustainability development plan, including supporting and following up the sustainability development performance of the department and its subsidiaries to report to the relevant Sub-Committees and the Board of Directors
  - Supervise and support the preparation of the sustainability development report and give approval to the sustainability development report to present to the Board of Directors for approval before public disclosure.
  - Communicate and foster engagement from stakeholders to create a culture of sustainable development in the business operations and work processes of UV Group.
- **Sustainability and Risk Management Working Group**, consisting of representatives from departments and subsidiaries, is responsible for
  - Support the sustainability development work of the Sustainability and Risk Management Committee.
  - Propose and consider UV Group's sustainability development operation guidelines to achieve the sustainability development framework and goals, including economic, social and environmental dimensions according to the plan.
  - Implement and monitor activities or projects that need to be developed according to the plan to achieve the results according to goal. Report the progress and performance to the Sustainability and Risk Management Committee.
  - Support and prepare information of UV Group' sustainable development.
- **All Executives and Employees** must understand sustainability in the context of UV Group and must be aware of and implement the policies, strategies and goals in accordance with the sustainability development policy and framework.



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#### 4. Related Policies

- Corporate Governance Policy
- Code of Business Conduct
- Anti-Corruption Policy
- Supply Chain Management Policy
- Risk Management Policy
- Safety, Occupational Health and Work Environment Policy
- Human Rights Policy
- Environmental, Energy and Social Management Policy

#### 5. Review of Sustainability Management Policy

The Sustainability and Risk Management Committee must review this policy annually and to propose to the Board of Directors for approval if there is any revision or change of this policy.

This Sustainability Management Policy approved by the Board of Directors at the Board of Directors' meeting No.4/2020-2021 on 7 May 2021, effective from 10 May 2021 onwards.

## Seventeen United Nation Sustainable Development Goals



- Goal 1 : End poverty in all its forms everywhere (No poverty)
- Goal 2 : End hunger, achieve food security and promote sustainable agriculture (Zero hunger)
- Goal 3 : Ensure healthy lives and promote well-being for all at all ages (Good health and well-being)
- Goal 4 : Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (Quality education)
- Goal 5 : Achieve gender equality and empower all women and girls (Gender equality)
- Goal 6 : Ensure availability and sustainable management of water and sanitation for all (Clean water and sanitation)
- Goal 7 : Ensure access to affordable, reliable, sustainable and modern energy for all (Affordable and clean energy)
- Goal 8 : Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (Decent work and economic growth)
- Goal 9 : Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation (Industry, innovation and infrastructure)
- Goal 10 : Reduce inequality within and among countries (Reduced inequalities)
- Goal 11 : Make cities and human settlements inclusive, safe, resilient and sustainable (Sustainable cities and communities)
- Goal 12 : Ensure sustainable consumption and production patterns (Responsible consumption and production)
- Goal 13 : Take urgent action to combat climate change and its impacts (Climate action)
- Goal 14 : Conserve and sustainably use the oceans, seas and marine resources for sustainable development (Life below water)
- Goal 15 : Protect, restore and promote sustainable use of terrestrial ecosystems (Life on land)
- Goal 16 : Promote peaceful and inclusive societies for sustainable development (Peace, justice and strong institutions)
- Goal 17 : Strengthen the means of implementation and revitalize the global partnership for sustainable development (Partnerships for the goals)



## Ten Principles of the United Nations Global Compact

### Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

### Labor

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labor;
5. the effective abolition of child labor; and
6. the elimination of discrimination in respect of employment and occupation.

### Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.