



3. Driving Sustainable Business

3.1 Sustainability Management Policies and Goals

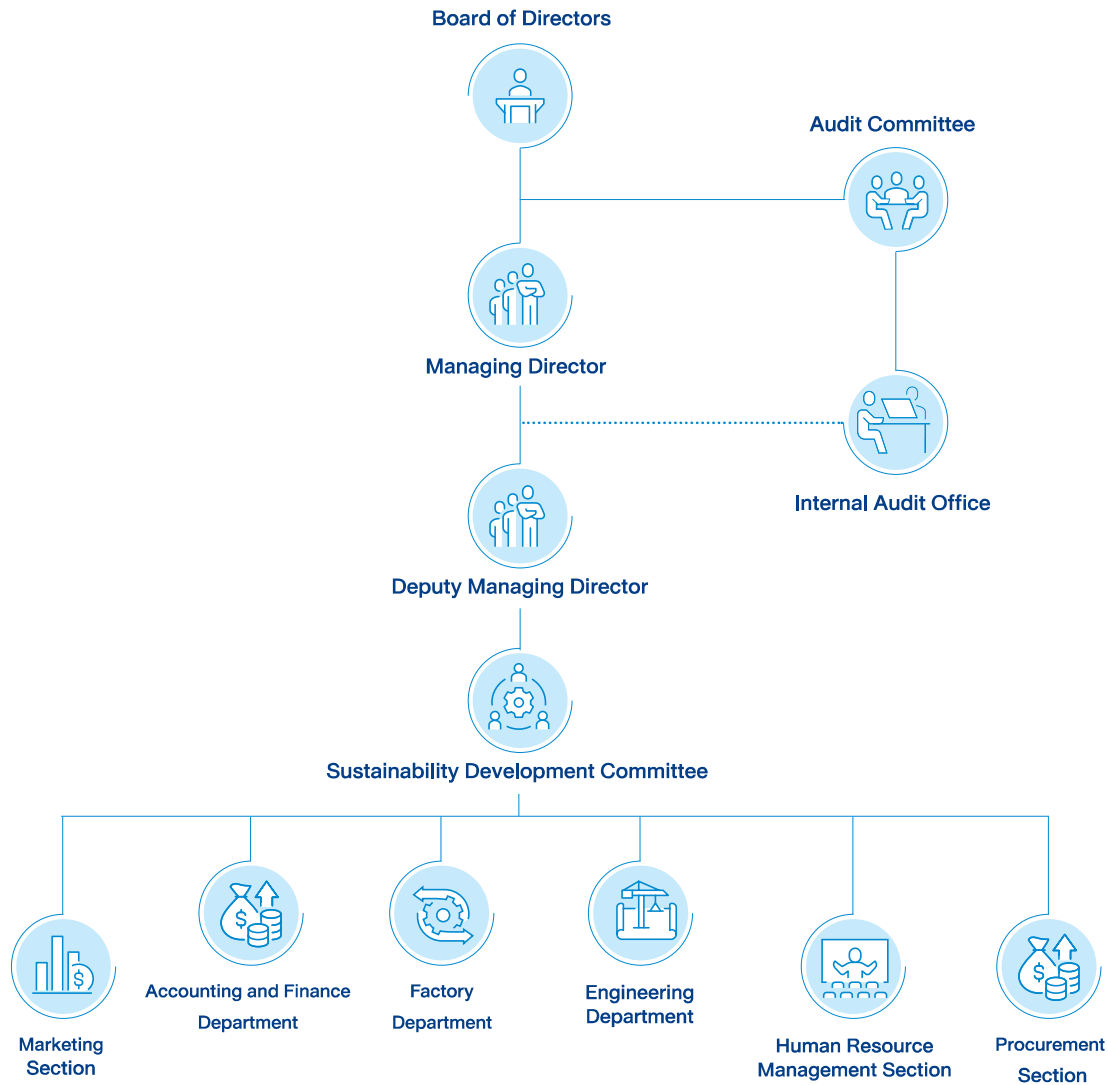
Union Plastic Public Company Limited Conduct business with awareness and recognize the importance of Sustainability Development with a focus on the balance between economy, society and environment. Conduct business responsibly to all stakeholders in accordance with good governance principles, along with creating value and reducing the impact on society and the environment, the Company has established guidelines for the sustainable development of the organization as follows:

1. The Company is committed to developing business processes according to the Company's main mission by adhering to principles of good governance, transparency, and equitable treatment of labor, giving consideration to human rights principles throughout the supply chain, and by giving consideration to all stakeholders.
2. Supports operations in corporate social responsibility in the Company's processes to reduce social and environmental impacts along with using resources conservatively and cost-effectively.
3. Promote the Company's sustainable development and meet international-standard sustainable development goals (SDGs) including reports on the Company's sustainable development with coverage of work in every aspect including economy, society, and environment.
4. Support and push for employees at every level and all stakeholders to participate in corporate social responsibility (CSR) activities with conscientiousness and sustainable development behaviors in all of the Company's work processes.
5. Impart and build conscientiousness in employees at every level to work with honesty, morals, risk management ethics, and corporate social responsibility until these values become a corporate culture along with taking care of employees' living conditions. Promote a work atmosphere and environment to enable employees to be happy at work along with developing the capacity to work effectively and meeting the Company's goals.

The Company delivers one-stop goods and services with environmentally-friendly products for sustainable growth with stakeholders.

The Company's Sustainability Structure

Structure of Sustainable Development, the Company has established a unit and responsible persons in order to be responsible for the work which is related to sustainability development both at the policy level and at the operator level.



In 2023, the Company has appointed a Sustainability Development Committee at the management level to set goals and strategies for sustainability management. to be in the same direction as business operations taking into an account economic, social and environmental issues which consists of managing director and senior executives as follows:

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|-----|---------------------------|------------------------|
| 1. | Mr. Supakit Paungbua | Chairman |
| 2. | Mr. Wittawat Nitcharoj | Vice Chairman |
| 3. | Miss Prayoon Sripraram | Director |
| 4. | Mrs.Achara Maneesawath | Director |
| 5. | Mr. Surong Likitmaharerak | Director |
| 6. | Mr. Anusorn Muangsuntorn | Director |
| 7. | Mr. Paiboon Kludprom | Director |
| 8. | Mr. Teerayut Kruahong | Director |
| 9. | Miss Valialuk Nutjarern | Director |
| 10. | Miss. Suwannee Phodokmai | Director |
| 11. | Mr. Pichit Pankao | Member and Secretary |
| 12. | Mr.Niweat Phansila | Assistant Secretary |
| 13. | Mr. Sathana Ruangpaison | Director and Secretary |
| 14. | Miss Sairung Pakjarern | Assistant Secretary |

Sustainable Development Practices

The company has placed importance on corporate sustainability management along with the growth of the organization taking into an account the consistency with business directions and strategies in order to reflect the intention and determination to drive the business in each area as follows:

- Economic Dimension

The Company is focused on the implementation of good corporate governance principles. Ethically comply with laws, covenants, relevant requirements of the country in which the business is conducted and the practices are international. Transparent disclosure of information and performance and risk management adapt to change and seek opportunities to suit the business for sustainable growth and reduce the impact of operations throughout the value chain, as well as respond to the needs of all stakeholders in a balanced manner.

- Social Dimension

The Company operates the business with responsibility, consideration given to principals of human rights and equality, protection of employee right, safety and hygiene for employees, good work environments and management while continually improving the personnel's knowledge, abilities, and necessary skills. In addition, the Company depends on the organization's expertise to create shared value and improve quality of life in communities and society for sustainable growth.

- Environmental Dimension

The Company is committed to responsibilities in developing a business while operating an environmentally friendly business, using resources efficiently, controlling and reducing effects from business operations on ecosystems and biodiversity while also reducing effects and adapting to climate change by adhering to the principle of a circular economy.

Sustainability Management Goals

The Company is committed to sustainable organizational development along with economic development, social development and community & environment which leads to the creation of chances, reduce business risks to generate returns in accordance with the Sustainability Management Goals.

Focus on Balance		Strategic Direction	
 Economics 2 Strategies	 Customer Relationship Management (CRM)	 Transparency, Fair Competition and Taxes	
 Social Aspects 3 Strategies	 Create shared value and improve quality of life	 Create a good working environment and take into an account human rights principle.	 Personnel preparation to support future business growth
 Environmental 2 Strategies	 Environmentally Friendly Partners	 Use resources cost-effectively based on circular economy	

3.2 Managing the impact on stakeholders in the value chain of the business

Analyzing stakeholders in the value chain of the business, the Company attaches importance to managing stakeholders throughout the value chain of the business, covering those affected or potentially affecting the Company's operations from the past, present to the future, in conjunction with effective management of the value chain of the business. To ensure that stakeholders are maintained in a balanced manner in accordance with the corporate mission. In summary, the results of the analysis of the expectations and the results to meet the expectation of each groups of stakeholders are as follows:

Stakeholders	Stakeholders Needs and Expectation	Stakeholders Responsiveness
1.Shareholders	<ul style="list-style-type: none"> • Good return on investment and continuous growth • Transparency can be verified. • Business growth potential • Business development for sustainability and response to future changes • Increased competitiveness • Responsible operations for society, communities and the environment 	<ul style="list-style-type: none"> • Good performance generation • Compliance with the Code of Conduct To shareholders • Good Corporate Governance • Prepare a business strategy plan • Striving for sustainable organizational development and eco-excellence operations (EOE: Eco - Operational Excellence) • Dividend payment / repayment of liabilities correctly • Transparent and timely disclosure of corporate information through channels such as the Company's website The Stock Exchange of Thailand Annual Report and Sustainability Report • Risk management carefully • Support public events
2. Customer	<ul style="list-style-type: none"> • Product quality meets customer's requirements. • Product prices are reasonable and competitive. • Accurate, complete and timely delivery of goods • Products are safe and environmentally friendly. • Fast response before and after sales service 	<ul style="list-style-type: none"> • Response to customer satisfaction in all 3 areas (Q,C,D,S) • Increase productivity and co-develop new products/services • High quality, low cost and environmentally friendly products • CRM operations (Customer Relation Management) • Comply with the code of conduct to customers.
3.Staff	<ul style="list-style-type: none"> • Treating workers fairly and equally • Career stability and career progression • Occupational Health and Safety • Fair benefits and benefits compensation • Promoting learning and employee development 	<ul style="list-style-type: none"> • Strictly comply with human rights policy and employment policy. • Improve the development system according to the career path • Create an environment Occupational health and safety of work such as control Pollution according to standards and laws • Review of remuneration and evaluation system • Training and development of personnel • Organizing activities and projects to create participation within and outside the organization • Satisfaction and complaint management as appropriate • Assessment of employee satisfaction to the organization • Comply with the code of conduct for employees.
4. Partners	<ul style="list-style-type: none"> • Fair and transparent procurement as required by law • Prepare fair contracts and comply with the agreement. 	<ul style="list-style-type: none"> • Treat partners with fairness, equity No exploitation • Do not call, do not accept, or do not provide any other benefits. • Audit and development of partners • Follow the framework for ethics to partners

Stakeholders	Stakeholders Needs and Expectation	Stakeholders Responsiveness
5. Society, Community and Environment	<ul style="list-style-type: none"> Reducing the negative impact of operations on communities and society, such as air quality and effluent Sound, smell. Supporting community activities Economic promotion and career building/ Valuable Revenue Reduction of Effects on Communities Such as Air Quality and Wastewater Disposal into Public Sources. Reduction of Negative Effects from Normal Operations on the Environment and Society 	<ul style="list-style-type: none"> Environmental Management with ISO14001 Compliance with the Corporate Social Responsibility Code of Conduct Community & Environment Environmental and greenhouse gas management, water and waste disposal Legal Energy Management Legal security management Corporate Social responsibility For example, pour bio-fermented water on World Environment Day. Local employment and sustainable income Promoting learning with youth in the community, such as giving books to Minburi Youth Center Support bilateral projects and interns Disclosure of performance through sustainability reports and annual reports
6. Government agencies	<ul style="list-style-type: none"> Compliance with Laws, Rules, and Regulations in Every Area. 	<ul style="list-style-type: none"> Good Corporate Governance Comply with the relevant code of conduct in accordance with the regulations. Environmental Management Energy, water and waste disposal according to standard values and control better than standard values. Energy Efficiency Management Disclosure of performance through sustainability reports and annual reports Dissemination/ Exchange/ Research and Development of Knowledge and Innovation together