

### 3.1 Sustainability Management Policy and Goals

Union Plastic Public Company Limited conducts its business with awareness and recognition of the importance of Sustainability Development, emphasizing a balance between economic, social, and environmental aspects. The company operates responsibly towards all stakeholders under good corporate governance principles while creating value and minimizing social and environmental impacts. To ensure sustainable development, the company has established the following guidelines:

**1. Commitment to Business Process Development**

The company is dedicated to developing its business processes in line with its core mission, adhering to good corporate governance with transparency. It ensures fair treatment of labor and respects human rights throughout the supply chain, considering the interests of all stakeholders.

**2. Promoting Social and Environmental Responsibility in Core Operations (CSR in Process)**

The company integrates corporate social responsibility (CSR) into its key business operations to reduce social and environmental impacts, ensuring the efficient and responsible use of resources.

**3. Advancing Sustainability and Aligning with Global Standards**

The company actively promotes sustainable development and aligns with the Sustainable Development Goals (SDGs) based on international standards. It ensures comprehensive sustainability reporting covering all dimensions, including economic, social, and environmental performance.

**4. Encouraging Employee and Stakeholder Engagement in CSR Activities**

The company fosters employee participation at all levels and engages stakeholders in CSR activities. It aims to instill a strong sense of sustainability awareness and encourage responsible behavior across all company operations.

**5. Instilling Ethical Work Culture and Enhancing Employee Well-being**

The company nurtures a corporate culture based on integrity, morality, and ethics, coupled with effective risk management, social, and environmental responsibility. It prioritizes employee well-being by fostering a positive and supportive work environment that enhances job satisfaction while developing employees' capabilities to achieve company goals efficiently.

As a provider of comprehensive products and services, the company remains committed to delivering eco-friendly products that contribute to sustainable growth alongside all stakeholders.

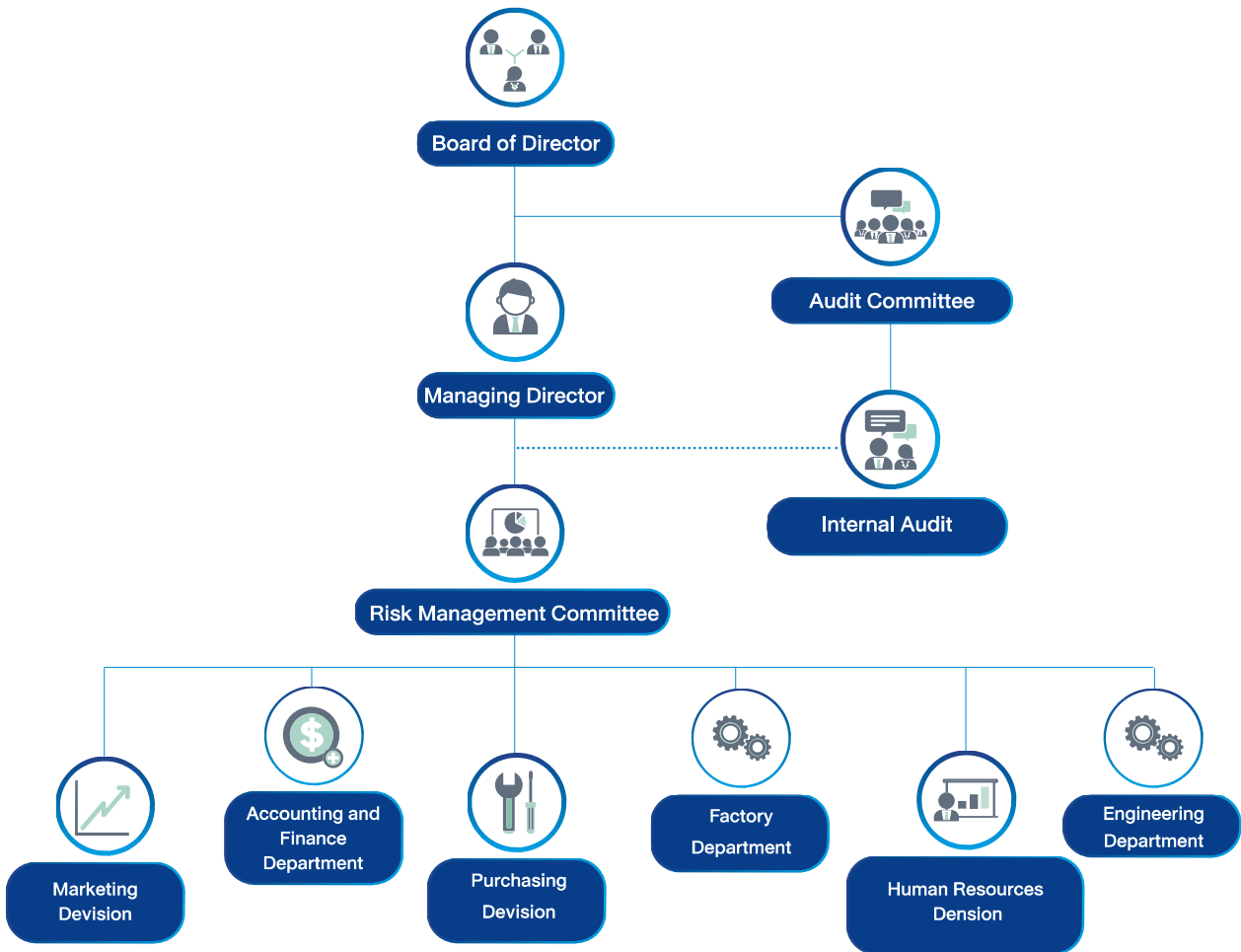
## Sustainability Development Committee Structure

The company has established a structure for the Sustainability Development Committee, assigning responsible units and personnel to oversee sustainability development efforts at both the policy and operational levels.

The company has appointed a Sustainability Development Committee at the management level, with the Managing Director serving as the Chairman. This committee is responsible for setting goals and sustainability management strategies to align with business operations while considering economic, social, and environmental factors.

## Sustainability Development Principles

The company places great importance on disclosing the characteristics of the Value Chain, reflecting key activities that impact business operations and corporate sustainability management. This is done in parallel with the company's growth, ensuring alignment with business direction and strategies. This commitment demonstrates the company's dedication to driving sustainable business practices across various aspects, as follows:





## Environmental Dimension (Environment)

The company is committed to responsible business development by integrating environmentally friendly practices. It aims to use resources efficiently, control and reduce the impact of its operations on ecosystems and biodiversity, and mitigate and adapt to climate change based on the circular economy principles.

## Social Dimension (Social)

The company operates with responsibility, respecting human rights and equality. It ensures the protection of employee rights, provides a safe and healthy working environment, and fosters a positive workplace culture. Additionally, the company continuously manages and develops employees' skills and competencies while leveraging its expertise to create shared value and improve community well-being, contributing to sustainable social growth.













## Governance Dimension (Governance))

The company upholds good corporate governance principles, adheres to ethical business conduct, and complies with laws, commitments, and relevant regulations in the countries where it operates. It also follows international best practices, ensuring transparent disclosure of information and performance results. The company proactively manages risks, adapts to changes, and seeks business opportunities that support sustainable growth while minimizing operational impacts across the entire value chain. It also strives to balance the needs of all stakeholders effectively.

## Sustainability Management Goals

The company is committed to developing a sustainable organization, integrating economic growth with social, community, and environmental development. This approach aims to create opportunities, mitigate business risks, and achieve sustainable development goals, ultimately generating long-term value and returns.

Focus on Balance	Strategic Direction		
 Environmental aspect	 Eco-friendly Partnerships	 Efficient Resource Utilization Based on Circular Economy Principles	
 Social Aspects	 Creating Shared Value and Enhancing Quality of Life	 Establishing a Positive Work Environment with Consideration for Human Rights.	 Preparing Workforce Readiness to Support Future Business Growth
 Good corporate governance	 Customer Relationship Management (CRM)	 Transparency, Fair Competition, and Tax Compliance	

### 3.2 Managing Impacts on Stakeholders in the Business Value Chain

#### Stakeholder Analysis in the Business Value Chain

The company prioritizes managing stakeholders throughout the business value chain, encompassing those who are affected by or may impact the company's operations past, present, and future. This is done alongside effective management of the business value chain to ensure that stakeholders are equitably cared for in alignment with the company's mission.

The summary of the analysis regarding stakeholder expectations and the company's responses covers six key stakeholder groups, as follows:

#### Stakeholder Management and Responsiveness

Stakeholders	Stakeholders' Needs and Expectations	Stakeholders' Responsiveness
<b>1. Shareholders</b> 	<ul style="list-style-type: none"> <li>Good and continuously growing investment returns</li> <li>Transparency and accountability</li> <li>Business growth potential</li> <li>Sustainable business development and responsiveness to future changes</li> <li>Enhancing competitive capabilities</li> <li>Responsible business operations towards society, community, and the environment</li> </ul>	<ul style="list-style-type: none"> <li>Generating strong financial performance</li> <li>Dividend payments</li> <li>Adhering to the code of ethics for shareholders</li> <li>Good corporate governance</li> <li>Developing strategic business plans</li> <li>Commitment to sustainable development and Eco-Operational Excellence (EOE)</li> <li>Transparent and timely disclosure of company information through various channels (e.g., company website, Stock Exchange of Thailand, annual report)</li> <li>Careful risk management</li> <li>Supporting public interest activities</li> </ul>
<b>2. Customers</b> 	<ul style="list-style-type: none"> <li>Product quality that meets customer requirements</li> <li>Reasonable and competitive pricing</li> <li>Accurate, complete, and timely delivery</li> <li>Safe and environmentally friendly products</li> <li>Quick response in both pre-sales and after-sales services</li> </ul>	<ul style="list-style-type: none"> <li>Responding to customer satisfaction in four key areas: Quality (Q), Cost (C), Delivery (D), and Service (S)</li> <li>Enhancing productivity and co-developing new products/services</li> <li>Providing high-quality, cost-efficient, and eco-friendly products</li> <li>Implementing Customer Relationship Management (CRM) principles</li> <li>Adhering to the code of ethics for customers</li> </ul>
<b>3. Employees</b> 	<ul style="list-style-type: none"> <li>Fair and equal treatment in employment</li> <li>Job security and career advancement opportunities</li> <li>Occupational health and safety in the workplace</li> <li>Fair compensation, benefits, and welfare</li> <li>Promotion of learning and employee development</li> </ul>	<ul style="list-style-type: none"> <li>Strict adherence to human rights and employment policies</li> <li>Improving career path development systems</li> <li>Ensuring workplace safety and environmental health compliance</li> <li>Reviewing compensation and performance evaluation systems</li> <li>Providing training and employee development programs</li> <li>Organizing internal and external engagement activities</li> <li>Managing employee satisfaction and complaints appropriately</li> <li>Conducting employee satisfaction surveys</li> <li>Adhering to the code of ethics for employees</li> </ul>

Stakeholders	Stakeholders' Needs and Expectations	Stakeholders' Responsiveness
<b>4. Business Partners</b> 	<ul style="list-style-type: none"> <li>Fair and transparent procurement processes in compliance with laws</li> <li>Fair contract agreements and compliance with contractual terms</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring fair and equitable treatment of business partners</li> <li>Avoiding solicitation, acceptance, or offering of undue benefits</li> <li>Conducting supplier evaluations and development programs</li> <li>Adhering to the code of ethics for business partners</li> </ul>
<b>5. Society, Community, and Environment</b> 	<ul style="list-style-type: none"> <li>Minimizing negative impacts of operations on communities and society, including air quality, wastewater, noise, and odors</li> <li>Supporting community activities</li> <li>Promoting economic development and sustainable job creation</li> <li>Reducing community impacts such as air and wastewater quality</li> <li>Minimizing negative environmental and social impacts from normal operations</li> </ul>	<ul style="list-style-type: none"> <li>Managing environmental practices under ISO 14001 standards</li> <li>Adhering to the code of ethics regarding social, community, and environmental responsibilities</li> <li>Implementing environmental management programs on greenhouse gases, water, and waste</li> <li>Managing energy in compliance with legal requirements</li> <li>Ensuring workplace safety in accordance with regulations</li> <li>Supporting community and social responsibility projects such as Earth Conservation programs, reducing plastic usage, and waste transformation projects</li> <li>Hiring local employees and fostering sustainable income generation</li> <li>Supporting dual vocational training programs and internships</li> <li>Disclosing performance results through sustainability and annual reports</li> </ul>
<b>6. Government Agencies</b> 	<ul style="list-style-type: none"> <li>Compliance with all applicable laws, regulations, and rules in all aspects.</li> </ul>	<ul style="list-style-type: none"> <li>Good Corporate Governance</li> <li>Comply with the relevant code of ethics, rules, and regulations.</li> <li>Environmental, energy, water, and waste management in accordance with applicable standards, with controls exceeding regulatory requirements</li> <li>Energy efficiency management</li> <li>Disclosure of operational performance through sustainability reports and annual reports.</li> <li>Promotion of knowledge and innovation sharing exchange, research, and joint</li> </ul>

## Delivering High-Quality and Safe Products to Customers

Our company prioritizes the selection of high-quality and safe raw materials to ensure that our products meet the highest standards. We strictly inspect every step of the production process, from raw material selection and manufacturing to delivery, to guarantee the quality and safety of every product.

Furthermore, we are committed to continuously improving and developing our production processes by utilizing advanced technology and innovative solutions to best meet our customers' needs.

Because customer satisfaction is at the heart of our company, we strive to deliver the highest quality products, ensuring confidence and trust from every customer.

### Evaluation Results for the Year 2024



## 3.3 Sustainability Management in the Environmental Dimension

### 3.3.1 Environmental Policies and Practices

The company has established policies and practices that comply with environmental laws, regulations, and requirements relevant to its business operations. It has also obtained ISO 14001 environmental management system certification. The company is committed to minimizing negative environmental impacts in various aspects, such as energy, water, waste, pollution, and greenhouse gas reduction, in alignment with the company's business context and priorities. These environmental management policies and practices are disclosed on the company's website.

The company continuously reviews its environmental policies, practices, and goals annually to ensure their appropriateness in managing sustainability in the environmental dimension. It has established environmental conservation and energy-saving policies and plans, which are integrated into business operations, covering procurement, production, service delivery, and waste disposal.

#### Environmental Policy

1. Strictly comply with the Industrial Estate Authority Act, environmental laws, and related regulations.
2. Promote the efficient use of resources based on the 3R principles: Reduce, Reuse, and Recycle, to maximize value and benefits.
3. Focus on pollution management and prevention to minimize environmental impacts by setting objectives and targets for implementation, review, and continuous improvement.
4. Foster environmental awareness and encourage eco-friendly participation among employees within the company.

## Environmental Task Force Team Structure

