

Loxley Public Company Limited's Sustainability Management Policy

Loxley Public Company Limited conducts its business with a strong awareness of the importance of sustainable development, aiming to create organizational value across all dimensions economic, social, and environmental. This is achieved based on principles of good corporate governance, fostering a positive and responsible mindset among its personnel, taking responsibility for society and the environment, and adhering to human rights principles. These efforts ensure the Company operates harmoniously alongside all stakeholders. To this end, the Company has established the following policies and practices for sustainable organizational operations:

Conducting Business Based on Good Corporate Governance

The Company adheres to principles of good corporate governance, maintaining ethical business practices, complying with laws, regulations, and procedures, as well as upholding human rights principles while considering all stakeholders. It is committed to meeting the needs and expectations of various stakeholder groups in the most appropriate way. The Company carefully and prudently evaluates investments and business operations. Policies, regulations, guidelines, and announcements have been established to guide the Company's personnel in their work, including the Corporate Governance Policy, Business Ethics, Anti-Corruption Policy, Work Regulations, Operational Manuals, and Business Continuity Plans. These policies are regularly reviewed, improved, and added as deemed necessary to remain relevant and effective.

Cultivating and Instilling Awareness

The Company encourages personnel at all levels to work with honesty, integrity, morality, and ethics, emphasizing responsibility toward society and the environment. It fosters organizational loyalty and instills these values as part of the corporate culture. Simultaneously, the Company ensures the well-being of its employees, supports capacity building through knowledge sharing, and provides training in various areas that benefit work performance and professional development. It promotes a positive work atmosphere and environment to enhance the quality of life for employees, enabling them to work happily and efficiently, thereby contributing effectively to achieving the organization's goals.

Promoting Social and Environmental Responsibility

The Company places significant importance on core organizational processes (CSR in process) to ensure its business operations minimize potential impacts on stakeholders, society, and the environment. The Company strives to develop products and services that are safe for consumers and environmentally friendly, utilize resources efficiently, and promote environmental sustainability. Moreover, the Company actively supports and encourages its personnel to participate in activities/projects that benefit society and the environment.

Adhering to Human Rights Principles Across the Business Value Chain

The Company recognizes and respects individual differences, refraining from discrimination based on race, religion, gender, age, education, beliefs, or any other factors. It is committed to treating employees at all levels fairly, promoting local employment, and supporting disadvantaged individuals and people with disabilities. Additionally, the Company upholds and respects human rights principles for all stakeholder groups.