

Corporate Social Responsibility Policy

1. Objective

This Corporate Social Responsibility Policy provides the scope and guidelines of the corporate social responsibility (CSR) activities for Siam City Cement Public Company Limited (SCCC) and its Group companies (“INSEE Group”) to ensure that it adheres to the International Organization for Standardization (ISO 26000), corporate social responsibility good practices and good corporate governance.

2. Scope

This Policy applies to all the INSEE Group employees, officers, management and directors to continuously develop a sustainable relationship with the local community and to strengthen the INSEE Group reputation to the general public.

3. Definitions

Corporate Governance	Business practices in accordance with good corporate governance
Human Rights & Employment Practices	Care for employees and respect for human rights
Customer & Supplier Relations	Care for customers and suppliers with fair business practices
Environmental Care & Sustainable Development	Protect and reduce the impacts on the environment and community from business operations by adhering to the highest regulatory standards
Community Social Development	Supporting sustainable development to communities surrounding our operations and society at large
Controlling & Reporting	Regular monitoring and reporting of our activities related to all CSR areas and open to suggestions and recommendations from all stakeholders

4. Responsibilities

CSR is the responsibility of the board of directors, management, officers and employees at all levels. CSR Policy and activities are carried out based on social and environmental responsibilities and the INSEE Group Sustainable Development Policy.

5. Policy Directives

The following seven principles shall be applied to achieve the INSEE Group CSR Policy and Objectives:

- 5.1 **Corporate Governance:** The INSEE Group shall operate business in accordance with good corporate governance, business ethics with transparency, accountabilities and respects for human rights and fair treatment to all stakeholders including our employees, shareholders, customers, suppliers and the communities.
- 5.2 **Human Rights and Employment Practices:** The INSEE Group shall abide by the human rights principles, related laws and regulations and fair treatment and equality to all employees.
- 5.3 **Customer and Supplier Relations:** The INSEE Group shall place importance on customer needs to ensure sustainable relationship with customer and to achieve ultimate customer satisfaction. Likewise, the INSEE Group shall also expect ethical business practice and fair treatment from its suppliers to ensure sustainable relationship and creating shared value to all.
- 5.4 **Environmental Care and Sustainable Development:** The INSEE Group shall promote and emphasize on environmental protection and environmental development activities to protect and reduce impact on the environment and community from its business operations by adhering to the highest regulatory standards.
- 5.5 **Community and Social Development:** The INSEE Group shall place importance on participating and supporting sustainable development in the communities surrounding its operation sites and society at large.
- 5.6 **Controlling and Reporting:** The INSEE Group shall regularly and strictly monitor and report all business and CSR performance to the public. The INSEE Group shall be open to suggestions and recommendations from all stakeholders.
- 5.7 **Anti-bribery & Corruption:** The INSEE Group shall operate the business ethically and transparently to ensure that all business policies, rules and provisions are strictly followed.

6. Compliance and Consequence for Non-Compliance

CSR is voluntary and beyond compliance and is a continuous process to build trust and respect to our community and the general public. It is considered to be an effective business risk management tool.

Non-compliance may result in the following consequences:

Non-compliance	Consequences
Lack of Good Corporate Governance	<ul style="list-style-type: none"> • High cost of fund • Low stock price
Poor Employment Practices	<ul style="list-style-type: none"> • High rate of employee turn-over • No talent interested
Poor Customer & Supplier Relations	<ul style="list-style-type: none"> • No customer loyalty • Poor business performance
Non Environmental Care	<ul style="list-style-type: none"> • Polluted environment • Operations suspended
Poor Community Relations & Development	<ul style="list-style-type: none"> • Strain relationships • Public protest

7. Policy Measurement Metrics

Standard Key Performance Indicators (KPIs) of SCCC will be appropriately identified to evaluate performance of the INSEE Group CSR activities.

8. Policy Exceptions

CSR Policy is a broad guideline and it may be reviewed and adjusted on a voluntary basis in any focus area depending on timing and situation.

However, variations to this Policy shall be reviewed by the Policy's responsible Executive and proposed to the Executive Committee and the Governance, Risk and Compliance Committee for endorsement, prior to submitting to the Board of Directors for approval.

9. Reference

- a) Code of Business Conduct
- b) Fair Competition Policy
- c) Sustainable Development Policy
- d) Sustainable Development Report
- e) Annual Report

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