

Sustainability Policy

Group

Framework

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1. Objective

This Sustainability Policy outlines the commitment of Siam City Cement Public Company Limited (“the Company” or “SCCC”) and its Subsidiaries (collectively called “the Group”) to embed sustainability principles into all aspects of business operations. Our goal is to balance economic growth, environmental stewardship, and social responsibility, aligned with global standards such as the United Nations’ Sustainable Development Goals (SDGs) and Environmental, Social, and Governance (ESG) frameworks.

Sustainable development inherently integrates various interconnected topics, and this policy is organized around three core dimensions: **Economic, Social, and Environmental**. Each dimension outlines key practices that foster a holistic commitment to long-term value creation for all stakeholders while ensuring responsible and ethical business conduct.

2. Scope

This Policy applies to all employees, management, directors as well as any person who represents or performs work on behalf of any entity under the Group.

It supersedes all previous versions of the Environmental Policy, the Biodiversity Policy, the Sustainable Development Policy, the Corporate Social Responsibility Policy and the Group Human Rights Policy.

3. Definitions

Environmental, Social, and Governance (ESG)	Environmental criteria consider how a company performs as a steward of nature, social criteria examine how it manages relationships with employees, suppliers, customers, and the community, and governance deals with the company's leadership, executive pay, audits, internal controls, and shareholder rights.
Sustainable Economic Growth	Economic growth that is conducted without depleting natural resources or harming the environment, ensuring long-term profitability while integrating sustainability principles into business strategies.
Biodiversity	The variety of plant and animal life in a particular habitat, often regarded as an indicator of the health of an ecosystem. In the business context, it refers to the company's efforts to preserve and protect ecosystems impacted by its operations.
Human Rights	The fundamental rights and freedoms that every person is entitled to, such as the right to life, liberty, and security. In a corporate context, it involves ensuring that all company operations respect and protect these rights, including working conditions, labor practices, and community interactions.
Fair Treatment	Ensuring that all individuals or groups within the company are treated equitably, without discrimination or bias, in all aspects of employment, including hiring, promotion, and workplace conduct.
Discrimination	Unjust or prejudicial treatment of individuals or groups based on certain characteristics or attributes, such as race, ethnicity, gender, religion, sexual orientation, disability, age, socioeconomic status, or other factors.
Violation	The act of disregarding or infringing upon someone's rights, principles, laws, or standards.
Environment	Surroundings or conditions in which the organization operates including air, water, land, resources, plants, animals, human and its relations
Carbon Emissions/Footprint	The total amount of greenhouse gases, particularly carbon dioxide, that is emitted directly or indirectly by the company's operations. This includes energy use, transportation, and the entire supply chain.
Corporate Social Responsibility (CSR)	A company's sense of responsibility toward the community and environment in which it operates. CSR initiatives may include charitable activities, environmental conservation efforts, ethical labor practices, and volunteering.
Net Positive Impact (NPI)	A situation where a company's operations have a measurable, positive impact on the environment or society, beyond just reducing harm. This could include initiatives like restoring ecosystems or creating more value than is consumed.
Resource Efficiency	The efficient use of materials, energy, and water to maximize the productivity of resources while minimizing waste, emissions, and energy consumption. It focuses on reducing the environmental impact of resource use across the value chain.

4. Responsibilities

Board of Directors (BoD) shall be ultimately accountable for ensuring the establishment and maintenance of an adequate and effective sustainability policy across the Group.

Sustainability Steering Committee (SSC) shall ensure that the targets of the INSEE Sustainability Ambition are clearly defined and achieved across the Group. The committee also monitors progress and promotes the integration of sustainability into business operations to ensure alignment with environmental and social standards.

Group Chief Executive Officer (GCEO) is responsible for integrating sustainability within the company's strategic objectives, providing leadership in aligning corporate activities with sustainability goals and overseeing the implementation across the Group.

Group Company Chief Executive Officers (GC-CEO) are tasked with ensuring that systems and processes actively support the sustainability policy, including identifying measures, monitoring performance, and reporting on outcomes.

All Managers and Employees are responsible for adhering to the principles of this policy, engaging in sustainability initiatives, and acting as ambassadors for the Group's sustainability efforts in their day-to-day activities.

5. Policy Directives

5.1 Economic Dimensions

The Economic Dimension focuses on the Group's responsibility to ensure long-term profitability, drive sustainable growth, and manage energy and resources efficiently across its full business value chain as key components for sustainable financial performance.

- **Sustainable Economic Growth:** The Group aims to enhance long-term profitability by integrating sustainability into our core economic strategies. We commit to creating value for shareholders while prioritizing resource efficiency and mitigating financial and operational risks across the value chain. We conduct regular assessments of our resource use and implement optimization programs to improve energy and resources efficiency in our manufacturing processes including target setting. Reporting must cover efficient resource utilization as well as targets for the continued reduction of environmental impact.
- **Corporate Governance and Anti-Corruption:** The Group maintains the highest standards of corporate governance, ensuring transparency, ethical decision-making, and adherence to anti-corruption policies. We safeguard our reputation by strictly complying with regulatory requirements and ethical guidelines in all business activities.
- **Risk Management and Innovation:** To sustain long-term success, the Group identifies and manages economic, environmental, and social risks across the business. Innovation is at the core of our approach to creating sustainable products and services. For example: Our R&D teams develop environmentally friendly products, and solutions that minimize environmental impact while addressing market demand. The Group cooperates with customers to help them in selecting the most sustainable materials and ways of working.

5.2 Social Dimensions

The Social Dimension emphasizes building strong, sustainable relationships with stakeholders (e.g., local communities, customers, suppliers) while ensuring human rights and equitable treatment for all employees.

- **Human Rights Commitment:** The Group is committed to upholding international human rights principles as outlined by international standards such as the United Nations Guiding Principles on Business and Human Rights, ensuring that our operations respect the dignity and rights of all people involved in our business and in all parts of the supply chain
- **Employee Fairness, Diversity, and Inclusion:** We are dedicated to fostering a workplace that values fairness, diversity, and inclusion. All employees are treated with fairness and respect, with their rights upheld regardless of gender, race, religion, or other characteristics.
 - We prioritize fairness in treatment, ensure a safe and healthy work environment, and do not tolerate child or forced labor within the company or its supply chain.
 - All employees will be treated justly and with respect, with employment decisions based solely on qualifications and performance rather than personal attributes.
 - We strive to maintain a work environment that safeguards operational health and safety (OH&S) on our journey to zero harm for all stakeholders. Regular risk assessments and preventive measures will be implemented to minimize workplace hazards.
 - Employees are encouraged to freely join or form associations, including unions, and engage in collective bargaining as permitted by local laws and to engage in personal and professional development.
 - We respect and protect the personal information of employees, ensuring compliance with regulatory standards in the handling of all data.
- **Social Impact and Community Engagement:** We are committed to making a positive impact on the communities in which we operate through active engagement and collaboration. Through our Corporate Social Responsibility (CSR) initiatives, we support education, healthcare, poverty alleviation, and other initiatives that enhance social well-being. We strive to meet societal needs by consistently enhancing the quality of our products and services, ensuring customer satisfaction, and addressing market demands. Our commitment to fairness extends to all business dealings, prioritizing ethical relationships with suppliers and fostering customer trust. We promote shared value creation by cultivating mutual respect and encouraging responsible practices across all operations.

5.3 Environmental Dimensions

The Environmental Dimension focuses on minimizing the ecological footprint of the Group and fostering the responsible use of natural resources.

- **Environmental Impact Reduction:** We are dedicated to reducing our environmental footprint by minimizing waste, conserving energy, and responsibly managing water resources. Our aim is to decrease our carbon emissions through efficient resource utilization, sustainable sourcing, and pollution prevention.

- We strive to preserve natural resources by using them efficiently and responsibly, prioritizing recycling whenever feasible.
 - We actively promote energy efficiency and invest in alternative and renewable energy sources.
 - We are committed to preventing, controlling, and reducing negative environmental impacts while strictly adhering to all regulatory standards.
 - Sustainable development is integrated into our product and service innovations, with a focus on delivering environmentally friendly solutions.
 - We collaborate with local communities to ensure that our operations do not adversely affect the surrounding environment.
 - We are committed to responsible water management by prioritizing the sustainable use of surface water and the conservation of ground water. Our goals include reducing water consumption, safeguarding water quality, and ensuring our activities fully align with environmental standards and best practices.
- **Biodiversity Conservation:** We acknowledge the importance of biodiversity and are committed to achieving a Net Positive Impact (NPI) by 2030 through proactive conservation strategies. Our initiatives focus on minimizing negative impacts on biodiversity and promoting habitat restoration.
 - Avoid initiating new operations in areas of high biodiversity value whenever feasible.
 - Prior to any mining or construction activities, relocating affected flora and fauna to minimize biodiversity loss.
 - Restoring ecosystems impacted by mining through targeted rehabilitation efforts.
 - Compensate for unavoidable impacts by implementing biodiversity offset projects, such as constructing artificial reefs or wetlands.
 - Collaborate with biology and ecology experts, as well as international organizations, to apply best practices in biodiversity conservation.

6. Compliance and Consequence for Non-Compliance

All entities and their employees, management, directors as well as any person who represents or performs work on behalf of any entity under the Group shall ensure full compliance with this Policy. They are expected to ensure that appropriate resources are available. Reviews are regularly undertaken to ensure that the implementation and application of this Policy remain robust.

Anyone who breaches the Policy shall be subject to disciplinary action, which could result in dismissal or termination.

7. Policy Measurement Metrics

The effectiveness of this Policy and awareness of it throughout the company is measured against the targets set in the Sustainability Steering Committee Charter.

8. Policy Exemptions

No exceptions are permitted.

This Policy may be amended in accordance with any changes in law and regulation issued by the Authority on the subject.

Variations to this Policy shall be reviewed by the Document Manager and proposed to the Document Owner prior to submitting to the Board of Directors for approval.

9. Reference

9.1 Code of Business Conduct

9.2 Anti-Bribery and Corruption Policy

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