

## Sustainable Development Policy

This document is effective from March 1, 2023 onwards.



Mr.Veerachai Suteerachai

Chairman of the Board

## Message from the Chairman of the Board of Directors

Asia Metal Public Company Limited attaches great importance and adheres to the principles of good corporate governance, ethics, and involvement in promoting community and social activities while preserving the environment.

The company is aware of the importance of stakeholders in sustainable business operations and continues to strive to support education, sports, and religion continuously to create opportunities and develop personnel to achieve their greater potential.

The company sincerely hopes that its Sustainable Development Policy and Social Responsibility Policy will be a good impetus for all executives and employees to participate in creating a good standard for the community and a better society, and to jointly support the implementation of social responsibility that is sustainable and effective.

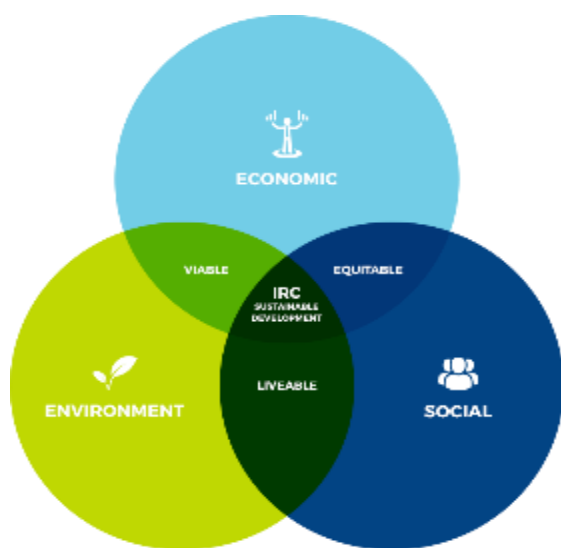
Announced on March 1 , 2023

Mr. Veerachai Suteerachai  
Chairman of the Board

## Definition

Definition	Meaning
Company	Asia Metal Public Company Limited
Sustainable Development	Sustainable Development refers to the development process that aims to create a balance or complementary interactions between economic, social, political, cultural, spiritual, natural resources, and environmental dimensions. This process seeks to create a holistic approach that can make human life possible and ensure the well-being of both present and future generations.
Corporate governance	Corporate Governance refers to the structured system and process of relationships between the Board of Directors, management, and shareholders of a company. The objective of corporate governance is to create competitiveness, contribute to growth, and increase long-term shareholder value, while taking into consideration the interests of other stakeholders.
Stakeholders	Stakeholders refer to individuals and groups, such as shareholders, employees, customers, partners, communities, government, and the environment, that add value to the company or are interested in or affected by company activities. Meeting the needs and expectations of stakeholders is essential for the company to achieve sustainable success.

## Sustainable Development Policy

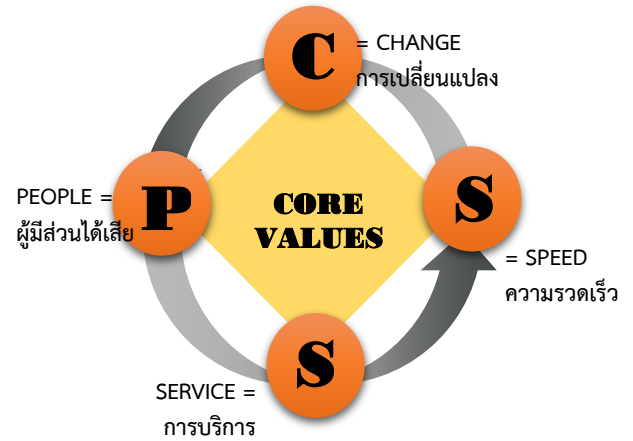


Asia Metal Public Company Limited is committed to quality management in all sectors continuously and strives to create a sustainable future by building confidence under the principles of good corporate governance, business ethics, compliance with various legal requirements, and more. The company gives importance to all stakeholders, including employees, partners, customers, shareholders, and society. There is a company secretary unit which acts as a supervisory unit and serves as an efficient caregiver for a

sustainable future of the economy, society, environment, well-being, and mutual dependence according to CSSP's corporate values.

## Corporate values

Our corporate values arise from the learning of personnel at all levels, including the transfer and sharing of knowledge between personnel within the organization and receiving knowledge from outside. Our main objective is to facilitate opportunities to find best practices, contribute to the development and create the best knowledge base for the organization. We aim to keep pace with changes and grow sustainably in an ever-increasing business competition, so that we can achieve our corporate vision and become a learning organization. We uphold corporate values and have a common approach to action, which we call "CSSP" with the following meanings :



## Company Value Chain



## Analyze the stakeholders in the company's value chain.

The company focuses on conducting business in accordance with good corporate governance principles and sustainable development. It takes into account important factors such as vision, corporate values, and business strategy, as well as sustainable development guidelines and the participation of all stakeholders. These factors enable the company to understand the needs of all sectors and serve as a guideline for creating shared values.

The company has divided its stakeholders into groups to cover all dimensions, both external and internal, taking into account their impact on operations and the company's performance. This is for the utmost benefit of all parties involved. Therefore, the stakeholders are divided into 10 groups as follows:

Involved person	Need	Expectation	Activities that respond
1. Partner	<ul style="list-style-type: none"> <li>* Quality products</li> <li>* Fair price</li> <li>* Mutual benefit</li> </ul>	<ul style="list-style-type: none"> <li>* Faster product delivery</li> <li>* Suggestions and complaints have been improved and fixed.</li> </ul>	<ul style="list-style-type: none"> <li>* Management to reduce costs</li> <li>* Collaborative activities / CSR</li> <li>* Receiving complaints</li> </ul>
2. Customer	<ul style="list-style-type: none"> <li>* Quality products</li> <li>* Fair price</li> <li>* Get good service and deliver goods on time.</li> </ul>	<ul style="list-style-type: none"> <li>* Suggestions and complaints have been improved and fixed.</li> <li>* Fair dealing between customers</li> <li>* Faster product delivery</li> <li>* Product safety</li> </ul>	<ul style="list-style-type: none"> <li>* After sales service</li> <li>* Customer Satisfaction Surveys</li> <li>* Collaborative activities / CSR</li> <li>* Receiving complaints</li> <li>* Dissemination of product information</li> </ul>
3. Management	<ul style="list-style-type: none"> <li>* Achievement of tasks assign</li> <li>* Good performance of the company</li> </ul>	<ul style="list-style-type: none"> <li>* The organization is stable and growing.</li> <li>permanently</li> </ul>	<ul style="list-style-type: none"> <li>* Business plan</li> <li>* CSR</li> <li>* Risk management</li> <li>* Good corporate governance</li> </ul>
4. Employees	<ul style="list-style-type: none"> <li>* Good return on wages</li> <li>* Welfare received</li> <li>* Good working condition</li> </ul>	<ul style="list-style-type: none"> <li>* Job advancement</li> <li>* justice</li> </ul>	<ul style="list-style-type: none"> <li>* Career path</li> <li>* Coach approach</li> <li>* CSR</li> <li>* Ability development</li> </ul>
5. Shareholders	<ul style="list-style-type: none"> <li>* Company stability</li> <li>* There is a dividend</li> </ul>	<ul style="list-style-type: none"> <li>* Investment profit</li> <li>* Transparency, honesty</li> </ul>	<ul style="list-style-type: none"> <li>* CSR</li> <li>* IQA</li> <li>* PR (public relations)</li> <li>* Good corporate governance</li> <li>* Risk management</li> </ul>

Involved person	Need	Expectation	Activities that respond
6. Creditors or financial institutions	<ul style="list-style-type: none"> <li>* Ability to pay debts</li> <li>* Stability of the business</li> </ul>	<ul style="list-style-type: none"> <li>* Additional loans to expand the business</li> <li>* Good debtor status</li> </ul>	<ul style="list-style-type: none"> <li>* Risk management</li> <li>* Financial Management</li> <li>* Diversification</li> <li>* Good corporate governance</li> </ul>
7. Competitors	<ul style="list-style-type: none"> <li>* Fair competition</li> </ul>	<ul style="list-style-type: none"> <li>* Decreased market share</li> <li>* Managerial regression</li> <li>* High cost of goods and services</li> </ul>	<ul style="list-style-type: none"> <li>* Brand creation</li> <li>* CSR</li> <li>* Continuous improvement of product and service quality</li> </ul>
8. Community, society	<ul style="list-style-type: none"> <li>* Have a good living environment</li> <li>* The rights of citizens are protected.</li> <li>* Compliance with the law, rules, regulations</li> </ul>	<ul style="list-style-type: none"> <li>* have a better well-being</li> <li>* There is a mutual benefit between the community and the company.</li> </ul>	<ul style="list-style-type: none"> <li>* CSR</li> <li>* Organizing activities with the community</li> <li>* Safety and environment management</li> <li>* Receiving complaints</li> </ul>
9. Government	<ul style="list-style-type: none"> <li>* Compliance with laws, rules and regulations at all times</li> <li>* Good safety and environment management</li> </ul>	<ul style="list-style-type: none"> <li>* Taxable Income</li> <li>* The well-being of the people.</li> </ul>	<ul style="list-style-type: none"> <li>* CSR</li> <li>* Monitoring compliance with relevant regulations and laws</li> <li>* Receiving complaints</li> </ul>
10. Associations or other organizations	<ul style="list-style-type: none"> <li>* The integration of professional groups in business development as a whole.</li> <li>* Reflecting business problems</li> <li>* Doing activities together</li> </ul>	<ul style="list-style-type: none"> <li>* Steady growth</li> <li>* A reasonable level of state protection.</li> <li>* The state distributes benefits fairly.</li> </ul>	<ul style="list-style-type: none"> <li>* CSR</li> <li>* Providing news information</li> <li>* Representing the event</li> </ul>

## Sustainability Strategy

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Our company is committed to conducting business with serious environmental responsibility at every stage of the process, from management work processes to production and product distribution. We aim to develop concepts refined from experience as a guideline for creating sustainable balance for all stakeholders, including the principles of sustainable development and the philosophy of sufficiency economy. Our goal is to create sustainability and meet the needs of our stakeholders.

### **1. Fair Labor Practices**

Our company has an employment policy that focuses on equality without limitation or discrimination based on gender, race, religion, or culture. We have a fair remuneration policy that creates confidence in the career path, provides opportunities for career advancement fairly, and offers various welfare benefits for employees as required by law, such as social security. We also provide additional benefits beyond what is required by law, such as medical expenses, scholarships for employees' children, and financial assistance in case of the death of a father, mother, spouse, or employee. We also offer voluntary welfare, such as provident funds.

Our company believes that all personnel in the organization are the key force in driving the organization forward to its vision and mission effectively. Therefore, we recruit and select new personnel who have knowledge, ability, skills, a good attitude, and are ready to join the company. We also retain existing personnel by promoting their development through training, such as seminars, online classes, online lessons, and hands-on learning. We encourage our employees to work together as a team to help each other and achieve the company's goals efficiently and effectively. Most importantly, our company focuses on ensuring the well-being of our employees and fostering their passion and pride in being a part of the organization.

### **2. Operating Business with Fairness**

Asia Metal Public Company Limited conducts business by adhering to good corporate governance principles as a guideline, which we have set in writing for directors, executives, and employees at all levels. We follow these guidelines to comply with the law and create fairness in our business operations without self-interest. We avoid any actions that may cause conflicts of interest and always take into account the best interests of our customers and stakeholders.

### **3. Respect for human rights**

The Company places importance on basic human rights and promotes respect for rights and freedoms without discrimination, promoting equality and not hiring child labor.

The company requires all directors, executives, and employees of the company to respect human rights principles as follows:

- 3.1 The Company treats all employees with respect and dignity.
- 3.2 The company provides communication channels for employees to express work-related grievances, and these will be taken seriously to find a solution for the benefit of all parties and create good working relationships.
- 3.3 The Company encourages employees to exercise their rights as legitimate citizens according to the constitution and laws and not violate the rights or liberties of other people.



- 3.4 The company maintains personal information of employees, such as biography, health history, work history, etc. The disclosure or transfer of an employee's personal information to the public can only be done with the approval of that employee. Harassment is considered a disciplinary offense unless done in accordance with the company's regulations or by law.
- 3.5 The Company does not support activities that violate international human rights principles and corruption.
- 3.6 All employees must not take any action that violates or threatens others on the basis of race, gender, religion, age, physical and mental disability, whether verbal or action.
- 3.7 The company does not allow female employees to work in jobs that are harmful to their health or body, as required by law. The company will not lay off employment, demote, or reduce the benefits of female employees due to pregnancy.
- 3.8 The company will not employ or support the employment of children under the age of 15 and will not encourage child labor to perform work that is hazardous to health or in an environment that poses a risk to health and safety.
- 3.9 In the case of hiring a child employee under 15 years of age, the company will strictly comply with Section 45, Section 46, Section 47, Section 48, Section 49, Section 51, and Section 52 of the Labor Protection Act B.E. 1998.

#### **4. The Company's practices towards foreign workers under human rights principles**

The company values its foreign workers and pays them wages and benefits according to their abilities without discrimination. At the same time, the company provides advice on planning and management, and in some cases, the company directly assists and supports expenses through various projects implemented as follows:

- 4.1 The company sends a team to explore the living conditions of foreign workers in the worker's camp. If there are problems, they will be solved as soon as possible for the well-being of the workers.
- 4.2 The company sets the legal minimum wage for foreign workers according to the government's policy on the minimum wage of 325-330 baht and complies with such laws for both Thai and foreign workers.
- 4.3 The company provides healthcare and hygiene in worker camps and arranges annual health and hygiene maintenance for the workers' camps.



4.4 The company has a concept of developing the quality of its foreign workers by providing training to improve their production skills, basic care, and use of equipment to enable them to work with the same potential as general labor.

## **5. Environment**

Asia Metal Public Company Limited has established an environmental policy that focuses on preserving the environment and natural resources, without taking any destructive actions. The company has controls in place for energy and water usage, emissions, and greenhouse gases, and creates activities to support environmental preservation for the community. The company cultivates a subconscious mindset among its employees to comply with environmental standards, laws, and regulations. The company is committed to conducting business operations with serious environmental responsibility, instilling confidence in customers in every process, including management, production, and product distribution. It contributes to developing concepts refined from experience as a guideline for creating a sustainable balance for all stakeholders and reducing pollution that may affect the environment. The company adheres to the principles of sustainable development and the philosophy of sufficiency economy, committed to sustainability, and meeting the needs of stakeholders. The operating guidelines are as follows:

- 5.1 Obey the laws and regulations related to the environment.
- 5.2 Focus on conserving natural resources, saving energy, and preventing environmental pollution.
- 5.3 Create environmental awareness among employees at all levels to take part in taking care of the environment in the workplace and nearby areas.

## **6. Society and community**

Asia Metal Public Company Limited is committed to producing and distributing quality steel that prioritizes user safety while considering the impact on the community and the environment. The company complies with regulations, requirements, and laws while continuously improving and developing products as the foundation of sustainable social responsibility. The company adheres to transparent, verifiable, and ethical business principles while respecting human rights and stakeholders' benefits, including creating activities for corporate social responsibility (CSR). The company is committed to the conservation, protection, maintenance, management, and use of natural resources, the environment, and biodiversity. The company engages with the community to maintain a sustainable environment forever.

## **7. Occupational Safety, Health, and Working Environment:**

The company places importance on safety, occupational health, and working environment for employees at all levels, including executives, employees, and contractors. The company:

- 7.1 Cultivates accident prevention as part of the organizational culture to instill safety in the thoughts and work of employees.
- 7.2 Strictly follows the rules.

7.3 Encourages employees to notify their supervisor immediately if they see any risks at work to find ways to prevent risks and be a part of risk prevention, which the organization has a duty to cultivate and pay more attention to.

7.4 Conducts annual security assessments to improve and achieve the goal of zero accidents.

## **8. Economy**

The company is committed to building long-term success for the organization with management principles under good governance.

8.1 The company seeks ways to continuously develop and improve operational efficiency in all activities. This includes setting goals, measuring methods, monitoring, and assessing the sustainability of activities.

8.2 The company promotes organizational innovation and new technologies as part of its business strategy to create added value and long-term growth of the organization, as well as shared social and environmental benefits.

8.3 The company encourages and supports partners, suppliers, and stakeholders throughout the business chain to operate their business according to sustainable development principles.

## **9. Consumer Responsibility**

The company gives importance to the production and delivery of quality products that meet the needs of customers and perform duties with consideration. The best interests of the customers are the main focus and must be in accordance with relevant regulations and/or laws. Guidelines on customer treatment and product quality are included in the business ethics. The principles for being responsible to consumers are as follows:

9.1 The company selects quality raw materials to meet customer expectations and ensures good quality products according to their use through the production process according to standard procedures.

9.2 The company manages costs to develop quality products at a low cost, allowing consumers to buy good quality products at an affordable price.

9.3 The company controls delivery of goods to ensure it's on time and doesn't affect consumers. They have a sufficient number of trucks to deliver products quickly and accurately, and during high delivery periods, the company has more than three business partners to choose from.

9.4 The company ensures consumers' safety when using their products or services.

## **10. Use of Information and Communication Technology**

The company takes into account the safety of using information technology. The Information Technology Committee formulates policies to support the use of information technology and communications. It covers the following matters and is reviewed at least once a year, consisting of:

10.1 Information technology resource allocation and management, which covers the allocation of sufficient resources to operate the business and setting guidelines to support the event that resources cannot be allocated sufficiently as defined.

10.2 The company requires the Board of Directors to disclose financial and other information completely, sufficiently, reliably, and in a timely manner, so that the company's shareholders receive information equally.

### **11. Non-infringement of intellectual property**

The Company has a policy to comply with laws related to intellectual property or copyright by not taking works or information that belong to a third-party without permission, or using such works or information within the company. Any third-party work or information that is used must be examined to ensure that it does not infringe on the intellectual property of others.

11.1 Performance resulting from the performance of duties assigned by the Company, its subsidiaries, and associated companies is the intellectual property of the company. The Company's confidential information must not be published without permission.

11.2 Upon termination of employment, all intellectual property, including works, inventions, and others, must be handed over to the company regardless of whether the data is stored in any form.

11.3 Employees who use the company's computers must obtain a license from the company.

11.4 Any use of works or information belonging to third parties obtained or to be used within the Company must be examined to ensure that it does not infringe the intellectual property of others. If it is found to infringe on intellectual property rights, it will be regarded as a serious disciplinary action according to the Company's regulations and/or relevant laws.

### **12. Disclosure**

12.1 The organization must disclose its policy for sustainable development, including sustainability performance information and performance in all dimensions according to the criteria and requirements of relevant agencies as well as accepted standards that are adequate, transparent, and timely. This is to show the intention and commitment to sustainable development of the organization.

12.2 The organization must disclose this policy to stakeholders for their acknowledgment and compliance with their operations and conducting business with the Company.

### **13. Policy compliance**

Directors, executives, employees, and employees at all levels have a duty to support, promote, and work in accordance with this Sustainable Development Policy until it becomes a culture of operation that takes into account balanced benefits in economic, social, and environmental aspects.

## Policy to promote the disabled

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The company aims to elevate the quality of life for people with disabilities by encouraging them to have opportunities to showcase their abilities to generate income and become self-reliant. This also aims to reduce the burden of families and society that have to provide foster care. Additionally, the company aims to encourage people with disabilities to be an important force in strengthening the economy, family, and country, especially those with disabilities in the working age group. The company will comply with the provisions of the Empowerment of Persons with Disabilities Act B.E.2007 related to occupational promotion and employment protection of persons with disabilities.

## Anti-Corruption

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The company conducts business with principles against all forms of corruption and believes that operating a business with fairness will create confidence among related parties, which will benefit the business in the long term. The company follows the guidelines on fair business practices for sustainable business development and carries out various activities that comply with the law and fair competition. The company also cooperates with government officials and encourages employees to focus on compliance with the law and the company's anti-corruption policy, fair competition under the legal framework, and to be aware of trade secrets. Employees must not seek information from business partners and competitors dishonestly and unfairly.

## Policies and guidelines for personal data protection

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The company recognizes the importance of protecting the personal information of customers that has been collected, used, disclosed, and transferred by the company. The company manages the use of personal information to offer products and services that match the needs and suitability of customers. The company is committed to being responsible and protecting the personal information of all stakeholders. The company has announced its privacy policy on the websites related to the group of subsidiaries and associated companies to show transparency in operations. The operating framework is consistent with the Personal Data Protection Act (PDPA).