



SIMPLY  
DELICIOUS

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## Announcement

No. POL 023/2568

### On Corporate Social Responsibility (CSR) Policy

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#### 1) Principle

S&P Syndicate Public Company Limited (hereinafter referred to as “S&P”) recognizes the importance of conducting business with social responsibility, which plays a crucial role in supporting sustainable development for both S&P and society at large. S&P is committed to fostering social, community, and environmental development by creating jobs and career opportunities for local communities while promoting stable and sustainable societal growth. To achieve this mission, S&P has established a Corporate Social Responsibility (CSR) Policy to ensure appropriate practices towards all stakeholders across all activities throughout the value chain.

#### 2) Scope

This policy applies to the business operations of S&P Syndicate Public Company Limited and our affiliated companies.

#### 3) Definition

**Corporate Social Responsibility (CSR)** refers to an organization’s responsibility towards society and the environment. It involves conducting business with ethical principles and good governance while being accountable for social and environmental impacts both within and outside the organization. This approach ultimately contributes to sustainable development.

#### 4) Approaches for Implementation

1. Conduct business with transparency, fairness, and accountability, focusing on S&P’s growth alongside improving the quality of life for employees, communities, society, and the environment.
2. Recognize the importance of maximizing the efficient use of natural resources while minimizing the impact on stakeholders, society, communities, and the environment.
3. Support the creation of shared value between business and society by leveraging S&P’s knowledge, experience, and expertise to assist and develop communities through:
  - The development of the potential of employees to gain expertise in their careers and ensuring stable career growth.
  - The promotion of occupations to generate income for farmers and small entrepreneurs.



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- The creation of career opportunities and the improvement on the quality of life for vulnerable groups.
  - The enhancement on the quality of life by promoting good nutrition and hygiene within communities.
4. Encourage and support employees at all levels to volunteer in social and charitable activities.
  5. Continuously promote and instill corporate social responsibility values among employees until they become an integral part of the company culture.

This policy is hereby announced for acknowledgment and shall serve as a guideline for implementation.

Announced on 10 March 2025

Mr. Vitoon Sila-On  
Chief Executive Officer