



SIMPLY
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S&P Syndicate Public Company Limited. Registration No.0107537001170
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Announcement

No. POL 021/2568

On Sustainable Development Policy

1) Principles

S&P Syndicate Public Company Limited (hereinafter referred to as “S&P”) performs the operation under the corporate values of ‘Quality, Value, and Virtue.’ S&P adheres to its sustainable business operations policy, conducting business with virtue and transparency in accordance with good corporate governance principles. S&P is committed to enhancing our organizational capabilities alongside all stakeholders while driving economic growth in harmony with social and environmental development. We carefully consider both risks and opportunities that may have positive or negative impacts on the operations. We also acknowledge the needs and expectations of all stakeholders, incorporating key issues into its strategic business planning to ensure sustainable growth in alignment with society and the environment.

In this regard, S&P has established a Sustainable Development Policy as a framework for best practices in business operations. This policy serves as a fundamental guideline for fostering robust business growth while contributing to the sustainable development of society and the environment.

2) Scope

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

3) Definition

Sustainable development refers to development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It is a form of development that must be interconnected and balanced, taking into account three key components; economic, social, and environmental factors.

4) Approaches for Implementation

Environmental Practices: Striving for Ecological Balance

1. Foster a corporate culture that emphasizes environmental responsibility among employees and stakeholders across the value chain. This includes optimizing the production processes to maximize efficiency while preventing or mitigating negative environmental impacts at every stage of the value chain, particularly concerning greenhouse gas emissions. We effectively



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manage fuel consumption, energy use, and water use as well as implementing responsible raw material management and waste disposal practices to minimize environmental harm.

2. Integrate circular economy principles to optimize resource utilization and maximize benefits. We work towards a low-carbon society while controlling potential pollution.
3. Leverage applicable technologies and innovations to improve operational efficiency. We reduce energy consumption, supporting the goal of reducing climate change impact including CO2/GHG emissions.

Social Aspect: Empowering People and Communities

4. Promote an organizational culture that raises awareness of sustainable development. We encourage employees at all levels to work with virtue, uphold ethical principles, and engage in responsible risk management. We are also aware of corporate social and environmental responsibility.
5. Uphold human rights for all stakeholders and ensure employee well-being. We create a safe and supportive work environment that fosters happiness and professional growth. We also enhance employees' capabilities to work efficiently and align with S&P's goals.
6. Develop and implement safety, occupational health, and workplace environment management systems in compliance with legal and international standards. This is to reduce safety risks and minimize work-related illnesses and injuries.
7. Support and encourage personnel development at all levels to enhance their capabilities and work efficiency. We prepare employees to adapt to emerging technologies and innovations that will play a significant role in S&P's future.
8. Take care of communities surrounding the factories and all stakeholder groups. We listen to their needs, feedback, and suggestions to collaboratively address challenges and provide mutual support. This is to foster a harmonious coexistence between S&P and the community through awareness campaigns, social initiatives, and sustainable collaborations with external organizations and business partners.
9. Promote stable income opportunities for local communities by sourcing raw materials, production inputs, and traditional handicrafts. We also encourage vocational skill development and create opportunities for individuals to achieve self-sufficiency and long-term sustainability.



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Corporate Governance and Economic Strategy: Strengthening Organizational Resilience

10. Continuously assess sustainability-related issues in response to evolving contexts by evaluating impacts, risks, opportunities, and stakeholder expectations arising from S&P's operations. We also analyze external factors affecting us and communicate transparently with the public through reliable and verifiable disclosures of operational outcomes.
11. Uphold principles of good corporate governance, transparency, and equitable treatment of labor while adhering to human rights principles throughout the value chain. This is to align business practices with ethical standards for business partners.
12. Strictly comply with all relevant laws, regulations, and industry standards applicable to S&P's operations.
13. Foster creativity in operational processes by leveraging experience and expertise to enhance production efficiency, improve product and service quality, and eliminate redundant procedures. We also strengthen our competitiveness and ensure long-term business sustainability.
14. Prioritize quality, nutrition, hygiene, and food safety as fundamental factors in product and service development. We conduct customer and consumer needs assessments to ensure that offerings align with market demands, thereby enhancing customer loyalty.

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