



Sustainable Development Policy and Goals

T S Flour Mill Public Company Limited (“the Company”) is committed to developing its business for growth while creating social and environmental value based on effective corporate governance and integrating sustainable development strategies into its business. This includes active participation in long-term value creation for the organization and stakeholders, adhering to global sustainability principles such as the 10 fundamental principles of the United Nations Global Compact and the Sustainable Development Goals (SDGs) of the United Nations.

Furthermore, the Company is dedicated to operating on the basis of creating positive changes for communities, the environment, and the economy. This is aimed at ensuring that operations align appropriately, generating benefits for stakeholders at all levels. Therefore, sustainable development policies and goals have been established for the year 2030 to serve as a guideline in setting strategies, goals, and operational frameworks from 2566 to 2030. This is in response to challenges and changes in the context of the industrial sector, national strategic frameworks, and significant global trends both present and future. These are as follows:

1. Ethics and Anti-Corruption: The Company aims to establish a transparent operational foundation, emphasizing the development of governance processes, business ethics, anti-corruption efforts, fair trade competition, complaint handling and disclosure, risk management, cybersecurity network protection, unauthorized access prevention, and the security of personal data of employees and customers. This includes the assessment of the effectiveness of business governance by recognized institutions at national and global levels.

Goal: The Company aims to achieve a Corporate Governance Rating from globally recognized institutions, with a minimum score of "Very Good" and a target of "Excellence" each year.

2. Respect for and Adherence to Human Rights: The Company commits to conducting human rights due diligence (HRDD), human rights impact assessments (HRIA), diversity and inclusion, employee care, safety management, occupational health, and environmental conditions in the workplace. This is to ensure protection and promotion of human rights for everyone, in line with the United Nations Guiding Principles on Business and Human Rights (UNGPHR).

Goal: The Company commits to a continuous, all-encompassing "Human Rights Impact Assessment" following the guidelines of the United Nations, covering 100% of its operations and high-risk business partners in sustainability.

3. Human Capital Development: The Company is committed to developing its employees at all levels by providing essential knowledge and necessary skills aligned with the current and future situations. This is to support sustainable business operations, foster current and future leaders with a vision for sustainable change management. Additionally, the Company aims to create an atmosphere where employees can initiate self-development, share knowledge, and contribute value to the organization, society, and communities through diverse learning processes and participation in the Company's sustainability projects.



Goal: Ensure the participation of leaders and all employees in continuous learning processes, sustainability projects, or activities on an annual basis.

4. Value-Generating Innovation: The Company aims to increase innovation value through new product development, service improvements, process innovations, and fostering a culture of organizational innovation. This includes supporting external innovation collaborations with stakeholders, ultimately generating commercial value.

Goal: Generate revenue from product, service, and new business innovations, with process innovation contributing 0.5% of total revenue.

5. Responsible Supply Chain Management: The Company will conduct sustainability risk assessments with primary business partners, proactive assessments for Critical Tier 1 Suppliers and high-risk suppliers, and enhance the potential of suppliers for operational excellence. This is to minimize negative impacts throughout the supply chain, shift processes towards sustainable management, and source primary materials or products responsibly, ensuring traceability.

Goal: Implement comprehensive assessments and development for Critical Tier 1 Suppliers and high-risk suppliers in the sustainability dimension, achieving a 100% assessment rate.

6. Creating Social Value and Economic Support: The Company aims to create social value by promoting occupations and income, developing capabilities, and enhancing competitiveness for communities, medium-sized and small entrepreneurs, micro-entrepreneurs, product and service suppliers, while creating job opportunities and improving the quality of life for vulnerable groups throughout the supply chain.

Goal: Develop skills, promote occupations, and create income opportunities for communities, medium-sized and small entrepreneurs, micro-entrepreneurs, and vulnerable groups in the supply chain, totaling 4,000 individuals in the year 2030.

7. Education Support and Lifelong Learning: The Company aims to support children, youth, adults, and vulnerable groups in accessing both formal and informal education. This involves collaborating with various organizations to promote education and support skill development, including technical and vocational skills for employment, entrepreneurship, and continuous lifelong learning.

Goal: Provide education support to 4,000 individuals, including children, youth, adults, and vulnerable groups, ensuring access to both formal and informal education, essential technical and vocational skills, and promoting continuous lifelong learning in the year 2030.

8. Health Promotion and Well-Being: The Company will engage in activities related to the production of new products, services, or projects that focus on health promotion and good nutrition for all income groups. This includes increasing the budget allocation for initiatives related to health promotion, nutrition, and overall well-being, covering physical, mental, and social aspects of individuals continuously.



Goal: Increase the budget allocation for activities related to the production of at least 10 new products, services, or projects focusing on health promotion and good nutrition for all income groups each year.

9. Access to Safe Food and Drinking Water: The Company commits to supporting people facing difficulties, deficiencies, and vulnerabilities by providing relief and ending hunger. This support includes ensuring access to safe food and water, promoting good health, and enhancing food security for everyone, regardless of economic crises or climate conditions.

Goal: Provide support to 20,000 individuals facing difficulties, vulnerable groups, and those in need, ensuring access to safe food, water, and promoting good health and well-being in the year 2030.

10. Stakeholder Engagement and Trust: The Company aims to elevate its stakeholder engagement processes to international standards. This involves identifying stakeholder groups, understanding their needs and expectations, specifying strategies, and guidelines to respond to stakeholders, including creating awareness within the organization about stakeholders' needs, conducting regular complaint reviews from stakeholders, and building strong, continuous trust and commitment.

Goal: The results of the stakeholder engagement assessment should not be less than 80% for each stakeholder group, ensuring strong and continuous commitment and trust from key stakeholders.

11. Climate Change Adaptation: The Company commits to assessing and managing risks related to greenhouse gas emissions, aiming to reduce carbon dioxide emissions from business operations. It promotes collaboration with stakeholders in the supply chain, such as communities, medium and small-sized enterprises, sub-contractors, and product/service providers, to minimize environmental impact. Additionally, the Company will evaluate the environmental impact of its products and services, engage in activities to compensate for carbon emissions, and support disaster resilience programs related to climate change.

Goal: Achieve an annual reduction of at least 5% in carbon dioxide emissions from business operations, working towards Carbon Neutrality by 2030.

12. Energy and Resource Efficiency: The Company aims to decrease overall net energy consumption per unit of revenue growth and increase the proportion of renewable energy use. It encourages energy conservation, resource efficiency, and supports employee and key partner engagement in sustainable practices. The focus is on adapting to energy-related changes and improving energy and resource efficiency for sustainable business operations.

Goal: Control the net growth of energy consumption per unit of revenue to reduce by 2.5% compared to standard business operations.

13. Sustainable Packaging Management: The Company will assess the environmental impact of its packaging processes and promote the transition to more sustainable packaging options. This includes encouraging customers to shift from woven polypropylene bags to bulk transport by boat, reducing packaging volume. Additionally, the Company commits to sourcing responsibly, reducing unnecessary plastic usage, and ensuring 100% of private brand packaging is either reusable or recyclable.



Goal: Promote bulk transport by boat, replacing 10% of packaging volume, and ensure that 100% of private brand packaging is either reusable or recyclable.

14. Waste and Excess Food Management: The Company aims to reduce landfill-bound waste and increase the value of waste materials. Initiatives include preventing food waste through measures like buying only what is needed, donating excess food to those in need, or providing it to farmers for animal feed. Collaboration with internal and external networks is promoted for efficient resource use and waste reduction.

Goal: Work towards Zero Waste to Landfill by reducing excess food waste and operational waste.

15. Ecosystem and Biodiversity Conservation: The Company commits to collaborative projects with stakeholders, both locally and globally, to protect and restore natural ecosystems and biodiversity. This involves partnerships at various levels to support initiatives that reduce negative environmental impacts and promote biodiversity conservation.

Goal: Ensure that every business location has collaborative projects with stakeholders, whether at the local, national, or international level, to support efforts in reducing negative environmental impacts and conserving biodiversity.

Moreover, the Company has established Supporting Key Performance Indicators (Supporting KPIs) to align and collectively guide the Chairman, executives, managers, and employees at all levels of the Company in supporting the 15 main goals. Their responsibilities include advocating and implementing policies to achieve sustainable development goals. This involves monitoring performance regularly and reporting progress against objectives on an annual basis.

Announced on November 30, 2023.

Mr. Pricha Attavipach

Chairman of the Board

T S Flour Mill Public Company Limited