



ประกาศ TOAP/SD.2025/002

Sustainability Development Policy

Objective

With a vision to become the "Number one market leader in the Paint, Coatings, and Construction Chemicals Sector in Southeast Asia, while simultaneously fostering a sustainable society and environment", TOA Paint (Thailand) Public Company Limited ("TOA") has established this Sustainability Development Policy. This policy integrates our commitment to sustainability into our corporate strategy and operations. Our goal is to preserve the environment, promote social responsibility, and establish strong corporate governance practices to deliver TOA's unique value to all our stakeholders.

Scope

This policy applies to all operations of TOA Paint (Thailand) Public Company Limited and its subsidiaries worldwide, including current and future businesses, as well as involves all stakeholders, who must adhere to and comply with the following sustainability issues:

Environmental

Environmental Management

We are committed to environmental management in accordance with the ISO 14001 Environmental Management System standard. This includes defining environmental roles and responsibilities for each activity, strictly complying with all applicable laws, regulations, and obligations, setting goals to protect the environment and prevent pollution, and continuously improving environmental performance. We also strive to raise awareness among both internal and external stakeholders and conduct training and other activities to foster a strong sense of environmental responsibility throughout the organization.

Energy Efficiency Enhancement

We are committed to energy management in accordance with the ISO 50001 Energy Management System standard. This involves reviewing and analyzing energy consumption data from various activities to identify measures to reduce energy consumption and improve energy efficiency. We promote the use of best-in-class technologies to improve energy performance and increase the proportion of renewable and clean energy sources.



Climate Change Adaptation

We evaluate the climate-related risks and opportunities facing our business. The company implements measures to control and reduce greenhouse gas emissions and respond to climate change to achieve the goal of net-zero greenhouse gas emissions by 2050.

Water Resource Management

We have implemented an integrated water management system, which includes collecting data on water usage across various activities, assessing the feasibility of water-saving technologies, promoting water conservation efforts, and enhancing water efficiency in all operations, including production processes. We will prioritize water management in water-stressed areas to balance water use between the community and mitigate the impacts of water scarcity.

Resource Optimization and Waste Management

We implement appropriate activities and processes that promote the effective use of resources, reduce raw material consumption, and selection of environmentally friendly and recyclable materials. We also support waste reduction, reuse, recycling, avoid landfill disposal and develop sustainable and environmentally friendly packaging designs for the long term.

Air Pollution Management

We promote reducing air pollution and maintaining odor-free air by ensuring that air quality within our facilities and emissions from our stacks comply with all applicable regulations. We adopt the best technologies to minimize volatile organic compound emissions (VOCs) and other air pollutants. Continuous monitoring and surveillance of air quality within the factory and surrounding areas are conducted to prevent adverse impacts on the community and the environment.

Biodiversity and Ecosystem Conservation

We are committed to zero deforestation (No Deforestation) and achieving a net positive impact on biodiversity. We assess risks and set targets in key areas to prevent biodiversity loss (No Net Loss). Activities near globally or nationally significant biodiversity areas are avoided. We adhere to the mitigation hierarchy and foster partnerships with stakeholders, suppliers, and communities to protect and restore ecosystems.

Promoting Green Building

We promote the design and construction of green buildings. This includes encouraging energy-efficient product design, reducing greenhouse gas emissions through Life Cycle Assessment (LCA), and avoiding the use of volatile organic compounds (VOCs) or hazardous substances in our products. We do not use asbestos in the production process.

Social

Human Rights and Non-Discrimination

We respect the United Nations Guiding Principles on Business and Human Rights. We treat all employees and stakeholders with equality and fairness, without discrimination. We oppose all forms of human rights violations, including harassment, bullying, abuse, violence, child labor, forced labor, and human trafficking. We ensure fair treatment of customers, respect their privacy, and are committed to recognizing community rights by listening to opinions and fostering continuous community engagement. Additionally, we conduct human rights due diligence throughout our operations and value chain, and communicate our human rights policy in the local languages of the areas where the company is located to ensure effective practices.

Promoting a Safety Culture

We are committed to developing our occupational health and safety management system in accordance with ISO 45001 standards. The company promotes safe working conditions to reduce work-related injuries and illnesses. We support employees, contractors, and external stakeholder participation to set measurable goals, communicate, provide guidance, and report on efforts to reduce accidents and improve workplace safety. This aims to continuously improve occupational health and safety performance. Additionally, the company provides training and raises awareness about safety and health care to prevent and alleviate from global health threats.

Employee Care and Development

We prioritize treating all employees fairly and equitably, in compliance with International Labour Organization (ILO) conventions and human rights principles. We prohibit discrimination based on origin, race, nationality, religion, sex, age, skin color, education, social origin, sexual orientation, disability, or any other status unrelated to job performance. We do not use forced or child labor. We promote the reduction of excessive working hours, respect the freedom of association and collective bargaining, and support the payment of minimum wage or a living wage, as well as equal pay for equal work. Additionally, we foster employee development through various training and skill-building initiatives tailored to individual needs at all levels, to enhance knowledge, capabilities, and career paths. We also ensure that our policies are communicated in local languages in the areas where we operate, promoting equality and inclusivity throughout the organization.

Community and Social Development

We support initiatives and projects that promote education for children and youth, improve quality of life through job creation, and support local community products. We also provide assistance to vulnerable groups and those affected by natural disasters, and support employment opportunities for disadvantaged groups and new graduates.



Corporate Governance and Economics

Anti-Corruption and Bribery

We are committed to conducting our business ethically and transparently. We strictly prohibit any form of bribery, corruption, or unethical behavior, including but not limited to offering or accepting undue or improper business advantages, making direct or indirect political contributions, and making charitable donations or sponsorships that violate ethical standards, to establish a standard of ethical business conduct.

Tax Planning and Management

We are committed to strict compliance with all tax laws and regulations in every jurisdiction in which we operate, both in spirit and letter. We utilize tax structures and incentives lawfully and ethically, avoiding the transfer of economic value to low-tax jurisdictions or tax havens for the purpose of tax avoidance. Additionally, we apply the Arm's Length Principle in pricing transactions between affiliated companies, ensuring integrity in our operations.

Business Innovation Development

We promote the creation of new innovations across product development, production process efficiency, and operational procedures, minimizing our environmental impact, in order to expand into new business opportunities and achieve sustainability across all dimensions. We encourage employee engagement in proposing innovative ideas through various initiatives, with clear responsibilities assigned for innovation research and intellectual property management.

Sustainable Supply Chain Management

We operate our procurement processes with transparency, promote fair competition, and encourage partners to align with the Supplier Code of Conduct. Through systematic ESG risk assessment and management, we work to mitigate negative social and environmental impacts. We support our suppliers in conducting product carbon footprint assessments and prioritize local sourcing, traceability, and organic materials. We also engage in responsible mineral sourcing, avoiding conflict minerals and raw materials related to human rights or animal welfare violations.

Product Stewardship

We focus on producing high-quality and safe products by working collaboratively with our supply chain partners on research, development, sourcing, resource utilization, and manufacturing processes. We support life cycle assessments to optimize our production methods and select more environmentally friendly materials. Comprehensive product information and quality after-sales service are provided.



This will take effect from January 31, 2025, onwards until further notice.

Announced on January 31, 2025
TOA Paint (Thailand) Public Company Limited

(Mr.Jatuphat Tangkaravakoon)
Chief Executive Officer