



## **Christiani & Nielsen (Thai) Public Company Limited and its subsidiaries (“the Company”)**

### **Sustainable Development Policy**

Christiani & Nielsen (Thai) Public Company Limited and its subsidiaries (“the Company”) committed to conducting business in accordance with sustainable development guidelines under good governance, conducting business with social and environmental responsibility, taking into account the impact on all stakeholders as well as creating balance throughout the business value chain in economic, social and environmental dimensions.

Sustainable development policy including risk management guidelines related to the Company's business operations has been prepared as a business framework by regularly monitoring the sustainability performance to ensure that long-term value can be created and develop the organization to sustainability that causing benefits to all stakeholders.

#### **POLICY**

##### **Environment**

- Strive to reduce carbon footprint and minimize environmental impact through the use of sustainable materials and technologies.
- Implement a robust waste management program, including recycling and composting efforts, to reduce waste output.
- To minimize water usage and reduce energy consumption.
- Conduct regular monitoring and reporting on environmental performance to ensure the goals are met.

##### **Social**

- Ensure that all employees and contractors are treated with respect and dignity and that the Company's workplace is free of discrimination, harassment, and abuse.
- Support local communities and organizations through charitable giving and volunteer work.
- Promote diversity, equity, and inclusion within the Company and in our hiring practices.
- Engage with stakeholders, including employees, customers, suppliers, and shareholders, to ensure their concerns and feedback are heard and addressed.

##### **Governance**

- Ensure that the Company is governed ethically and with integrity.
- Establish clear policies and procedures for compliance with all relevant laws and regulations.
- Conduct regular assessments of governance practices to ensure they align with the Company's mission and vision and core values.
- Foster a culture of transparency and accountability throughout our organization.

## **RISK MANAGEMENT**

### **Risk Identification**

- Conduct regular assessments of potential risks associated with construction activities, including safety risks, environmental risks, supply chain risks, and financial risks.
- Engage with stakeholders, including employees, customers, suppliers, and shareholders, to gather feedback and input on potential risks.

### **Risk assessment**

- Evaluate the potential impact and likelihood of each identified risk and prioritize them based on their level of severity.
- Conduct regular reviews of risk assessments to ensure they are correct and up to date.

### **Risk Management**

- Implement a comprehensive risk management plan that includes measures to mitigate identified risks.
- Establish a system for tracking and reporting incidents and conduct regular audits of our safety and risk management programs.
- Engage with external experts and consultants as needed to ensure our risk management practices are effective and up-to-date.

### **Communication**

- Communicate regularly with stakeholders, including employees, customers, suppliers, and shareholders, on the status of ESG and risk management efforts and any incidents that occur.
- Transparent and accountable in ESG and risk management practices and be willing to learn from any incidents that occur.

### **Follow up and Review**

- Conduct regular reviews of the Policy to ensure it remains current and effective.
- Engage with stakeholders to gather feedback and input on our ESG and risk management practices.
- Annual report the performance to the Board of Directors.

**This policy is approved by the Board of Directors on 27 February 2023.**