

Announcement of the Board of Directors

No. 1/2563

Subject: Social and Environmental Responsibility Policy

In order to comply with the resolutions of the Board of Directors at the meeting No. 3/2020 dated May 15, 2020, the Company has issued a notice on social and environmental responsibility policy to be regarded as principles and guidelines as follows:

1. Introduction

Civil Engineering Public Company Limited and its group companies (“**Company**”) has realized and value business operations that will achieve stable progress, sustainability, and a peaceful coexistence with communities, society, and the environment, in which the supporting factor for the mentioned achievements is social and environmental responsibility. Therefore, the Company has established policies and guidelines regarding social and environmental responsibility (CSR: Corporate Social Responsibility) for all related parties to follow.

2. Social and Environmental Responsibility Policy

The Company has set guidelines to demonstrate social and environmental responsibility including fair business operation, respect for human rights, responsibility to stakeholders, involvement in community and social development, environmental protection, fair treatment of labor, and responsibility to employers and will disclose information reflecting the implementation of the aforementioned Corporate Social Responsibility (CSR) guidelines in the annual report with the following principles:

2.1 Fair Business Operation

The Company is committed to operating its business properly with honesty, fairness, transparency, as well as disclosure of important information, and verifiable. The Company will thereby take into account the interests and impacts on shareholders, customers, employers, employees, and all stakeholders, including sharing benefits appropriately and fairly by providing an efficient, transparent, concise, controllable and verifiable management system. This will help to build trust and



confidence among shareholders, investors, stakeholders, and all related parties, thus, leading to sustainable business growth.

The Company believes that fair business operation will help build confidence in the related parties which will benefit the Company's business in the long run. The Company will not take advantage of other benefits that may be derived from unethical operations.

2.2 Respect for Human Rights

The Company places importance on respecting human rights with the desire to create equity and equality both within and outside the organization. The Company will regularly monitor and ensure that its business is not involved in direct or indirect violations of the rights and freedoms of individuals such as it will not support forced labor or child labor, respect and treat all stakeholders with fairness based on human dignity, non-discrimination, as well as encourage surveillance of compliance with human rights requirements within the Company and encourage compliancy with the principles of human rights in accordance with international standards. The responsibility of the human rights business shall extend to the group companies, joint ventures, and trading partners.

2.3 Fair Labor Treatment

The Company regards human resources as a key factor in its business to create added value and drive the business. The Company takes care of the working environment, respects human rights, and treats employees fairly to ensure that the Company's personnel have a good quality of life, and provides opportunities to demonstrate their potential as well as opportunities to practice and enhance their skills at work. The Company also encourages and supports all employees to have the opportunity to advance, learning at all levels of the organization, and develop skills to enhance professionalism in the right work environment. The policies regarding fair labor treatment are as follows:

- (1) Paying compensation and benefits to employees.

The Company has a policy of fair compensation according to the potential, including creating career stability and providing a fair career advancement opportunity and welfare in various fields for employees of the Company as required by law, such as social security and severance funds, as well as those beyond the requirements of the law such as providing health and accident insurance



for employees, including various types of subsidies such as scholarships for children, lunch for employees according to Company regulations, etc.

(2) Employee knowledge and potential development and training.

The Company has a policy to promote personnel development by encouraging employees to develop knowledge, competence, potential, good attitude, morality and ethics, and teamwork through the process of training, seminars, and job visits in order for employees to develop effectively.

In addition, the Company also supports the development of the organization and human resources by emphasizing efficient work processes, clearly defining the roles and duties of employees, determining the appropriate compensation, developing an appraisal system, and enhancing employee performance.

(3) Occupational Safety and Health Policy

The Company formulates policies that encourage employees to work safely and have good workplace hygiene with a focus on preventing accidents that may occur to the best of our ability and will strengthen employees' awareness on safety. It also provides knowledge through training and encourages employees to have good health and refrain from any behavior that is harmful to the health of customers or service recipients including ensuring that the workplace is always hygienic and safe.

2.4 Responsibilities towards employer

The Company is committed to providing the highest quality services to the employers by adhering to fair marketing and create employer's satisfaction according to the service level agreement (SLA) and will maintain the confidentiality of the employer's information and will not use such information wrongfully.

2.5 Environmental care

The Company attaches great importance to environmental protection and environmental impact prevention. It will promote and engage with other sectors of society in organizing activities to maintain and improve the quality of the environment.



In addition, the Company also attaches importance to the reduction of waste from business operations by adhering to the principle of using less or using sparingly, with the objectives to 1) ensure the most efficient use of resources for the care to preserve and avoid damaging the environment; and 2) procure an environmental protection system, both defined as a guideline and as a tool for business operations. The Company will campaign on energy saving and cost-effective use of office supplies such as reusing paper, turning off electrical appliances and air conditioners during breaks, distributing media in CDs or soft files rather than a paper booklet, focus more on organizing communications, meetings, transactions on the Internet, etc.

2.6 Involvement in community or society development

The Company takes into account the involvement in the development of communities and society to be strong and sustainable. The Company will promote social activities and strengthen the social community in terms of education, religion, sports, human resource development, employment promotion, and community development projects.

2.7 Innovation and dissemination of innovations derived from socially responsible operations

The Company has applied the concept of social responsibility and created business innovations that benefit both in terms of business competitiveness and society. The Company does this by examining the current business process to see whether it poses a risk or has a negative impact on society and studies to find solutions to reduce such impacts by considering and analyzing the work process in detail covering all aspects to create opportunities for development to business innovation discovery to create new product innovation opportunities and for business growth along with creating sustainable business profits.

2.8. Social and Environmental Actions

In the Company's business operations, the Company will operate in accordance with the guidelines for social responsibility, safety, and the environment as set out in this policy for the benefit of all stakeholders.



CIVIL ENGINEERING

This policy requires a regular review at least once a year or when there is a change in situations.

From the date of May 15, 2020, onwards.

Announced on May 15, 2020

(Signed)

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(Mr. Chaiwat Utaiwan)

Chairman of the Board