Golden Lime Public Company Limited

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Sustainability Development and Environment Social Responsibility Policy		Scan the QR to download EN version

Principles

In response to both external and internal fundamental changes and trends are shaping up to be a sustainable organization where an organization continues to evolve its risk management and sustainability priorities to strengthen business foundation.

Golden Lime Public Company Limited (SUTHA) is committed to developing its business operations to be in line with the sustainable development framework and has applied guidelines in accordance with the sustainability assessment criteria of listed companies on the stock exchange and the policy framework according to the expectations of key stakeholder groups in order to Framework for guidelines for setting directions Development drives business sustainably with responsibility towards society, the environment and stakeholders. The " **Policy Framework for Sustainable Development and Environmental and Social Responsibility_ESG Policy"** is as follows.

"**We contribute to a better world**"

Sustainability development and Environment and Society responsibility	
Environmental:	**Social:**
E1. Environmental management	S1. Human rights and labor fair treatment
E2. Resources efficiency	S2. Employees Development
E3. Climate management	S3. Employee motivation and retention
E4. Product responsibility	S4. Health and Safety
E5. Water Risk management	S5. Community Cohesion and Social Inclusion
E6. Biodiversity	S6. Stakeholders engagement
Governance: Corporate Governance	
G1. Good corporate governance	G7. Sustainable value chain management
G2. Business ethics and anti-corruption	G8. Tax operations
G3. Business materiality	G9. Innovation and technology for society or environment
G4. Internal control and risk management and crisis	G10. Data and information security systems
G5. Customer relationship management	G11. Safe investment, Resources efficiency, Asset Management and lean budget
G6. Product or service quality management and Responsible marketing communications	G12. Financial stability, operating results and growth

SUTHA

Corporate governance

G1. Good corporate governance

Principles

Good corporate governance requires that personnel within the organization at all levels should be aware of and adhere in order for efficient and transparent management to gain the confidence of the shareholders and stakeholders as well as building strength and promoting businesses to be able to grow sustainably.

Guidelines

1. good corporate governance policy and practices in place
2. Disclosure of operating results
3. The Board of Directors sets policies and best practices covering independence, conflict of interest efficient performance, evaluation, and compensation policy as well as executives' assessment with valid assessment criteria in economic, Society and/or environment

G2. Business ethics and anti-corruption

Principles

The Company with business ethics with strong governance mechanisms are less exposed to business and corporate risks, a code of conduct, therefore has been established to ensure compliance along with training so that personnel acknowledge and understand to apply the guidelines correctly.

Guidelines
1. Establish a business code of ethics to cover policies and measures for corporate governance and sustainability issues.
2. Provide training on business ethics including monitoring compliance
3. Arrange whistleblowing procedure in case of violation of business ethics or corruption for handling complaints and report to the Board of Directors or the responsible sub-committee
4. supporting combating fraud and corruption.

G 3. Identifying and managing Materiality

Principles

SUTHA sustainability materiality assessments take into account the organizational context, as well as both positive and negative impacts on the economy, environment, society and all groups of stakeholders.

Guidelines
1. defines sustainability materiality issues from the activities and context of the organization, throughout the value chain, including the national and international sustainability trends, such as SDGs
2. identifies both positive and negative actual and potential impacts of key sustainability materiality issues through questionnaires and interviews with the stakeholders as participants.
3. presents to the Board of Directors, subcommittees, top management to review and formulate strategies and business plans

G4. Internal control, risk and crisis management

Principles

In addition to the internal control system in order to operate the business efficiently, there should be concrete internal control measures that can be reasonably believed that the company's financial reports are accurate, transparent, timely, and verifiable. Risk and crisis management can promote readiness for future changes and build investor confidence.

Guidelines

1. standardized, adequate, suitable and efficient internal control system to assure complete, accurate, transparent, timely and verifiable financial reports
2. Materiality and risk assessment to cover social and environmental issues. There is also systematic risk management, such as determining acceptable risk levels, and the likelihood of the impact. Risk indicators are appropriately defined. There is monitoring and evaluation. Organizational risks covering emerging risks (Emerging Risk).
3. Emerging risks are identified and disclosed, which are expected to have a long-term impact over a period of 3-5 years and measures to manage such risks
4. crisis management plan such as fire, natural disasters, and terrorism including public health risks such as epidemics, contagious diseases, etc.
5. Regularly promote a risk management for the company's directors, executives, and employees.

G5. Customer relationship management

Principles

Good customer relationship management will encourage product or service users to become loyal to the products and services the company delivers, and enable the company to maintain and expand its customer base in the long term.

Guidelines
1. Quantitative target aims for objective facts in customer satisfaction survey
2. Use results to develop and improve both products and services.
3. Business Operations that can respond to customer needs.

G 6. Corporate social responsibility and marketing communication

Principles

To deliver quality and safe products and services is a core value and the Company's products are classified as chemicals used in production processes in a variety of industries, so the Company controls every process until delivery to customers and can be used safely as a part of our responsibility for products and services which relates to reputational risk mitigation, customer satisfaction enhancement, effective sales and marketing communication and appropriated logistics selections.

Guidelines
1. Adhering to international quality management standards; ISO 9001, Halah certification and product standard certification (Thai Industrial Standards Institute) for our own products and Subsidiary's.

" **Quality Policy** " is as follows:

Standard work system with responsible personnel to deliver quality products to meet customer needs. with aim of continuous improvement.

Golden Lime Public Company Limited is to achieve the following
1) ISO9001:2015 quality standard
2) Every employee receives regular training to perform the duties and responsibilities specified in the job description with maximum efficiency

Golden Lime Public Company Limited 's Quality Objective) are set out as follows:
(1) Hours of maintenance downtime (excluding PM) $\leq$ 4%
(2) Products meets customer standards > 95%

2. Developing new products and improving existing product to meet customers needs
3. Preparing marketing, sales, support, and business development teams (Application Support), logistics team and export services to serve customers and taking part in managing sales and marketing services, and delivery as well as responsible marketing communications.

G7. Sustainable value chain management

Principles

Monitor and manage environmental, social, and governance risks associated with our value chain

Guidelines
1. Supplier categorization into Critical Tier1 and Critical Non-Tier 1
2. Risks identification and assessment covering environmental and/or social issues, and actions are taken to reduce the risks through sustainable supply chain management.
3. Prescribe environmental issues and/or social issues into Supplier Code of Conduct
4. Regular supplier audit especially critical partners with ESG risks as On-Site ESG Audit.
5. Support partners with reasonable payment term and conditions for their liquidity
6. Engage them in any sustainability projects/plans for promoting and developing partners to conduct sustainable business operations.

G8. Tax operations

Principles

Tax has also become a reputational risk to organizations, as they now operate in a world where tax is considered a moral issue whereby there is greater emphasis on the processes and controls in place to ensure good tax governance.

Guidelines
1. Systematic tax plan prepared in relation all relevant laws, revenue authorities
2. Taxes paid on time
3. No suspicious tax evasion
4. Disclosure of the actual tax paid or the actual tax rate paid for stakeholders

> Effective Tax Rate is the percentage of annual income that the Company pay in taxes
> $$\frac{(\text{actual income tax paid} \times 100)}{\text{profit before taxes}}$$

G9. Innovation and technology for society or environment

Principles

"Innovation" is the practical implementation of ideas that result in the introduction of new goods or services or improvement in offering goods or services.

"Business innovation for society and/or the environment" These innovation and technology development must be able to create values for the business along with creating benefits to the society and environment

Guidelines
1. creating business and social innovation and/or environment to add value for the company and stakeholders
2. The quantifiable value contribution to society and/or the environment both in terms of business value and social values and/or environment
3. Disclose such innovations to others to learn and put into practice.

> Caution : - Pertaining to sustainability framework, the innovations to be disclosed shall contribute value mutually toward society and/or the environment not the economy only.
> - Advantages identification of Product Innovation , Process Innovation and service innovation shall valid within 2 years from its launch.

G10. Data and information system security

Principles

Data security protects the information, while system security protects what holds the information all of which are exposed to potential danger or harm arising from unauthorized access, use, disclosure, disruption, modification, or destruction of digital information.

Guidelines

1. Completed and standardized data management as cyber vulnerabilities pose significant corporate risks, including business interruption, breach of privacy and financial losses
2. Standardized and preventive information system infrastructure to manage the information system in accordance with information security control standards and basic cyber protection
3. Cyber security and information security in place with designated IT administrators Spec list as the responsible person to supervise or manage information technology security.
4. A policy established to maintain data security in regulating access, identifying practices and related business ethics
5. Regularly test security systems and processes; Training a policy that addresses information security for all personnel.

G11. Safe investment in resource efficiency , cost control , Asset Management and capex control

Principles

Efficiently and effectively allocating and managing resources is crucial, considering their impact on the business supply chain. This includes overseeing asset utilization to foster a strong industrial base that links businesses for sustainable growth. In resource and asset management, the focus should be on maximizing benefits, minimizing losses, eliminating waste, preventing depreciation and loss. This foundational aspect requires careful management and oversight to ensure the creation of valuable and appropriate benefits.

Guidelines

1. The types of resources that the company should consider include financial capital, manufactured capital, intellectual capital, human capital, social and relationship capital, and natural capital. Additionally, managing existing assets involves maintaining them, extending their lifespan, and preventing loss or depreciation. Effective management aims to minimize the risk of investment loss and ensure that resources are allocated wisely. This includes implementing methods and procedures to control risks associated with loss or depreciation.
2. Optimizing financial resources, sales and administration and lean budget
3. Conducting investment feasibility in corporate with risk management for safe investment
4. reporting opportunities or risks to the Risk Management Committee, and executives for mitigating risks that may occur.

G12. Maintaining financial stability, operating results, and business growth.

Principles

A sustainable value as a Governance outcome to maintain business stability for sustainable growth in achieving financial stability, profitability, and competitiveness.

Guidelines

1. create and promote competitive advantages and good operating results in long run
2. Maintain cash flow and investment returns and monitoring Financial liquidity and manage liquidity risk efficiently to generate sufficient liquidity for debt repayment and obligations
3. create business growth and strong competitive advantages
4. Developing potential and ability for changing factors and conditions

Environmental

E1. Environmental management

Principles

Adhere to ISO 14001 to ensure efficient environmental operations to reduce risks and expenses that may result from violations or consequences of non-compliance with environmental requirements.

Guidelines
1. Environmental management in accordance with ISO 14001

> " **The Environment policy** " is as follows:
>
> Golden Lime Public Company Limited is committed to responsibly manufacturing and distributing calcium oxide, calcium hydroxide and calcium carbonate with quality according to customer needs with environmental awareness by continuous environmental improvement and development in accordance with the laws, Environmental customer requirements and other requirements as per following guidelines
> 1. Promote energy and natural resources optimization, prioritize resource efficiency
> 2. Pollution-control strategies, in general, seek to manage a pollutant and reduce its impact upon the environment
> 3. Set objectives, goals and continuously improve environmental operations.
> 4. Adherence to environmental laws, regulations, guidelines, and specifications relevant to business processes.
> 5. Providing information and training to all employees and persons working for, or on our behalf to encourage effective contribution to our environmental goals.
>
> This policy is in writing. and conveyed to all employees and those working on behalf of the organization to put into practice continuously which can be disclosed to the public

2. designated persons to manage environmental issues
3. Targets, indicators, and controls are in place
4. Disclose quantitative outcome obtained from environmental treatment and products

- **Air Quality Management**

    Principles

    The production of limestone and lime involves grinding and crushing limestone, as well as processing calcium carbonate. This process generates dust, smoke, and gases that can contribute to air pollution and degrade air quality. To mitigate these effects, policies and guidelines have been established to minimize the impact and implement measures aimed at controlling and preventing dust-related issues that may affect nearby communities.

    Guidelines

    1. **Regulatory Compliance:**
        - Adhere to relevant local, national, and international environmental laws and regulations.
        - Apply best practices and standards for managing air quality

    2. **Pollution Prevention:**
        - Prioritize pollution prevention at the source by altering or creating manufacturing processes that utilize materials to lessen impacts and enhance operational efficiency.
        - Encourage the adoption of clean technologies and renewable energy options.

    3. **Pollution emission Control**:
        - Implement and maintain state-of-the-art emission control systems to capture and minimize pollution.
        - Consistently monitor and document emissions to ensure adherence to environmental regulations.

    4. **Continuous Improvement:**
        - Perform environmental impact assessments and regular audits to pinpoint areas needing enhancement.

• Allocate resources for research and development to discover innovative pollution control methods.

5. Stakeholder Engagement:
• Maintain open communication with stakeholders regarding environmental performance and initiatives.
• Collaborate with communities, government bodies, and other organizations on projects aimed at improving air quality.

6. Employee Engagement:
• Provide education and training for employees on environmental policies and practices.
• Encourage employee involvement in environmental initiatives and ongoing improvement efforts.

Dust and Gas Control Measures:

• **Dust and gas control system:** Implement a system to minimize dust and gas emissions from production activities.
• **Closed system:** Utilize a closed system for material storage management to prevent dust dispersion.
• **Water spraying**: Employ water spraying methods to control dust during material handling and transport.
• **Green buffer zone:** Establish a green buffer zone by planting trees and vegetation around the facility to mitigate dust.
• **Regular cleaning:** Ensure equipment, vehicles, and facilities are kept clean to avoid dust buildup.
• **Inspection and reporting:** Continuously assess air quality and provide reports to relevant authorities.

Noise controls and mitigations

The production process will involve sources of noise, such as the large fan system (Blower System), which is housed within a closed concrete structure. Other noise sources will not include heavy machinery but will involve control devices used in the process. These control devices are implemented to mitigate noise pollution and ensure compliance with noise control regulations.

• **Noise control system**: Implement a system designed to minimize noise emissions during production.
• **Use of noise-dampening materials:** Incorporate materials that reduce noise in both production and construction activities.
• **Equipment upkeep:** Regularly clean and maintain equipment to minimize noise generation.
• **Monitoring and reporting:** Routinely assess noise levels and communicate findings to the appropriate authorities.

Wastewater quality management without discharge
• An internal wastewater treatment system that utilizes water circulation for coagulation and reuse.
• The use of lime in the coagulation process, which is an eco-friendly approach to wastewater treatment.
• Equipment upkeep: Ensure cleanliness and proper maintenance of treatment system equipment, water pumps, and related components.

• Ongoing inspection and reporting: Regularly monitor wastewater quality and communicate findings to the appropriate authorities.

Water utilization in the production process involves:
- Spraying water to clean stones prior to their introduction into the kiln for burning.

Water management system:
• A pond and piping system are in place to redirect used water back to the storage tank.
• Used water will settle in the tank.
• Water is recycled following the sedimentation process.

Sludge in the pond:
• mud from the stone washing and cement dust from production activities.
• Dredging and removal for various uses, such as:
    - Leveling the factory grounds.
    - Donating to temples, schools, and local communities.
    - land filling.

Wastewater Quality Monitoring:

Measurement operations yield results that meet the specified standards, except for pH, which ranges from 5.5 to 9.0.
Remark: The water properties used in the company's system showed a pH value between 11 and 13 during inspection, indicating high alkalinity. This is due to the use of lime products, which exhibit high alkalinity when water circulates within the production process. The water quality measured reflects this high alkalinity. However, since the factory's wastewater system operates as a closed-loop system and does not discharge into the environment, it does not pose any external risks.

Thermal Management:

The thermal produced during the manufacturing process, especially during calcination, does not affect the environment since the kilns function as a closed system with brick insulation to contain the heat. Key points are monitored to assess temperature and heat values that might have an impact.

Additionally, there is a machine process control system utilizing PLC technology and visualization. This allows for parameter adjustments to optimize the machine's operation, particularly in controlling the combustion process in the lime kiln. The system can regulate oxygen levels and temperature to ensure efficient combustion, thereby minimizing carbon dioxide (CO_2) emissions produced when limestone is heated above 900 degrees Celsius ($CaCO_3$ + Heat = CaO + SO_2).

E2. Resource efficiency

Principles

Efficient use of natural resources and the relationship between the resources used and the benefits derived from them in a sustainable manner while minimizing impacts on the environment to conserve natural resources and improving resource efficiency by putting in place policies that implement the principles of reduce, reuse, recycle as well as manage resources efficiently by focusing on reducing the amount of garbage and waste generation / waste recovery as a set of efficiency enhancing measures such as preventing energy losses, waste recovery, and utilization, reducing energy then impacts on the community.

Guidelines
1. Policies established regarding resource efficiency and energy conservation.
2. Monitoring
    - Electricity consumption
    - Energy consumption

- alternative energy or clean energy consumption
- Fuel (diesel, gasoline, NGV, coal, biomass) consumption
- Water and waste,pollution from business processes
3. process for resource efficiency, quantitative targets for reducing the amount of resource use and/or clearly reflecting the efficiency of resource use
4. Projects to promote achieving concrete resource management goals and continuous monitoring and disclosure of information on resource use.

E3. Climate management

Principles

Changing weather patterns may pose the most dramatic risk to businesses large and small then may lead to opportunities or risks in business continuity which require strategies and plans to deal with such situations to reduce risks that may occur to the organization and business.

Guidelines
1. Establish policies and guidelines to reduce the impact and set GHG reduction target and/or initiate or take part in activities that can help reduce greenhouse gas emissions.
2. Set quantitative target to measure performance and adapt strategies
3. Disclose GHG performance to stakeholders

E4. Product responsibility

Principles

In order to manage the environmental impacts of different products and materials and at different stages in their production, use and disposal. It acknowledges that those involved in producing, selling, using and disposing of products have a shared responsibility to ensure that those products or materials are managed in a way that reduces their impact, throughout their lifecycle, on the environment and on human health and safety. Every product that meets safety and quality standards reduces the risk of negative health consequences, as well as any unnecessary ecological impact and waste of resources through poor quality.

Guidelines
1. Product development incorporates environmental and/or social sustainability requirements in order for new products are consistent with the sustainability development framework, such as
   - Reduce the use of non-renewable natural resources
   - Reduce the use of hazardous chemicals
   - Reduce the use of energy or resources in using the product.
   - Extend the service life
   - Transformation of waste or parts of end-of-life products into inputs
   - Decomposition in nature
2. Enhancing circular economy as a contribution to achieving sustainable consumption and production

E5. Risk Management of Water consumption

Principles

Water is a vital resource for both our operations and the community so we identify and evaluate the enterprise's exposure to water-related risk as a basis for managing water risk in the enterprise and in the supply chain. At an operational level, water risk assessment evaluates water quality and quantity, and the related risks, including Climate change consequences, impacts on ecosystems, Water legislation and regulation (environmental laws) to protect our operations and supply chains from water scarcity or water stress by establishing practices and policies to ensure sustainable use of water resources.

Guidelines
1. Establish a water management policy, water consumption plan and monitor to evaluate local water stress

2. Conduct Scenario Analysis for water availability and quality
3. Risks related to water use ; Conflicts with stakeholders, water prices, etc.
4. The water risk assessment can be a critical tool in identifying, managing, and/or mitigating water-related impacts from issues

E6. Biodiversity

Principles

Protecting biodiversity in production landscapes is essential to the sustainability and resilience of production systems, livelihoods, human wellbeing, and the environment which the production should implement preserving the ecosystem and biodiversity as a risk assessment to predict the ecological consequences of biodiversity loss.

Guidelines
1. A biodiversity policy has been established to reduce impacts from business operations and promote the preservation on restoring nature and enhancement of biodiversity as well as related life cycles within the ecosystem affected by our operations
2. Actions taken to protect and conserve Biodiversity

Social aspect

S1. Human rights and Fair Labor Practices

Principles

The responsibility to respect human rights is a global standard of expected conduct for all business enterprises wherever they operate. Respecting human rights is part of good business practice and risk management. Fair treatment in the workplace refers to equality and fairness as it relates to financial compensation, benefits, disability accommodations, vacation time, and paid leave. SUTHA has improved and reinforced the human rights management guideline in alignment with the sustainability management.

Guidelines
1. A human rights policy is established that covers employees and stakeholders of the organization.
2. Employees/workers are treated in accordance with human rights policy, such as hiring people with disabilities, negotiations regarding welfare through representatives of the Welfare Committee, etc.
3. Disclosure of Human Rights Due Diligence
4. identify, prevent, mitigate, and account for how we address their adverse human rights impacts, corrective action, and remediation

S2. Employee development

Principles
Developing employee potential by providing continuous learning and individual development plans to motivate employee inclusion and engagement to take part in business development.

Guidelines
1. An employee development plan that outlines that person's professional growth and training needs
2. Training plans in response to the Company's goal
3. Training record for evaluation

S3. Motivation and retention of employees

Principles
Managing for employee retention involves strategic actions to keep employees motivated and focused so they elect to remain employed and fully productive for the benefit of the organization

Guidelines
1. Implement performance appraisal in compensation
2. Conduct both employee satisfaction and employee engagement surveys
3. Turn survey results to boost engagement and reduce attrition.
4. Communicate retention performance as a commitment to employee care improvement.

S4. Health and safety at work

Principles

The Company implements ISO 45001 Occupational Health and Safety Management System to improve employee morale, reduce workplace accidents to zero , and demonstrate a commitment to safety, which collectively lead to increased productivity and business growth.

Guidelines
1. Managing to ensure healthy and work safety in an appropriate environment.
2. Establish and review objectives, target of occupational health, safety and workplace environment
3. Maintain standardized Health and safety of employees.
4. Safety assessment to contractors/partners
5. Prevention and risk mitigation
6. Safety record and safety investigation Lost Time Injury Frequency Rate: LTIFR / Lost Time Incident Rate: LTIR, Absent Rate: AR
7. Training on safety awareness
8. Safe work practices

> **Occupational Health and Safety are as follow;**
>
> Golden Lime Public Company Limited is committed to responsibly manufacturing and distributing calcium oxide, calcium hydroxide and calcium carbonate with quality according to customer needs with safety awareness by continuous safety improvement and development in accordance with the laws, legal requirements, and other requirements as per following guidelines
> 1. Arrange safe working environment
> 2. Comply with legal and other requirements.
> 3. Eliminate hazards and reducing risks.
> 4. Continuous improvement of the occupational health and safety system.
> 5. Assist operators in safety matters

S5. Community and society engagement

Principles

Community engagement is key to the success of sustainability development strategy as it assists businesses and employees to understand and embrace community, authorities, and agencies perspectives by involving communities, community, authorities, and agencies for continuous feedback from such stakeholders for smooth corporation with local authorities.

Guidelines

1. Community and society engagement to obtain their concern regarding business Operations for impact mitigation
2. Projects / Initiatives contribute to community development or solution through business processes by setting operating strategies with the community or jointly solving social problems as well as following up on results and benefits that the company receives in terms of quantity/value/economic returns such as income, profits, and expenses that can be reduced or a reduced level of risk or quantifiable social benefits/returns to the community or benefits to society in terms of process results (Output) or final results (Outcome)

Community and society engagement for sustainability development framework

> The Company should be able to manage the processes to produce an overall positive impact on society through CSR after process activities such as donations, community services, volunteer activities that are not related to business processes will not meet the sustainability framework for following the guidelines in item 2.
> Ccommunity services or solving social problems will not be identified as a corporate reputation, social acceptance itself or its stakeholders and the public.

S6. Stakeholder Involvement and Participation

Principles

Stakeholder engagement provides opportunities to further align practices with societal needs and expectations, helping to drive long-term sustainability. Engaging stakeholders in the dialogue to find out what social and environmental issues matter most to them will improve decision-making and accountability.

Guidelines

1. The process includes:
    1.1) Establish a policy to include and categorize all stakeholders
    1.2) Prioritize and specify activities for each group of stakeholders including reporting to the board
2. The management adopts the framework from the Board, follows up performance and involves employees to participate in proposing ideas for activities or projects.

Policy review

This policy adopts the criteria and framework from the Y2023 sustainability assessment criteria of listed companies, guidelines from the main shareholder then to be reviewed by the Sustainability Development Committee to review or improve according to the company's business operations.

The Sustainability Development and Environment Social Responsibility Policy (Revision 1) has been reviewed by the Board of Directors Meeting no. 1/2025 on February 21, 2025.

Mr. Sripop Sarasas
Chairman of the Board of Directors

Policy revision date

Item	Document number	Documented	Proposed to the Board	Board resolution / Annual policy review
1	CS20230902	20 September 2023	10 November 2023	The Board of Directors Meeting no. 6/2023
2	CS20230902 (Rev01)	12 December 2024	21 February 2025	The Board of Directors Meeting no. 1/2025