



Environmental Management Policy	Reference number : SRMD 06/2020
	Review date : 31 July 2025
	Approval date : 31 July 2025
	(Executive Board Meeting No.4/2025)
	Effective date : 31 July 2025
	Supersede date : 26 July 2023

This policy provides the framework for environmental management of Berli Jucker Public Company Limited and the group companies (hereinafter referred to as "BJC Group"). BJC group commits to proceed on sustainable business operations based on social and environmental responsibility including excellent production of products and services to create a lasting relationship between business and environment. Our business will be operated with the awareness of the value of natural resources and limited energy together with proactive business strategy to manage climate change and reduce environmental impact throughout the supply chain, with a commitment to achieving Net-Zero Emissions by 2050.

Policy Scope

This policy applies to the business operations of Berli Jucker Public Company Limited and its subsidiaries, including operations of partners, tier-1 suppliers and non-tier-1 suppliers within in the supply chain.

Role

The Board of Directors or the assigned committees

Implement environmental management policy and its commitments to support BJC Group's sustainable development, and oversee the company's operations to prevent negative environmental impacts and ensure compliance with applicable laws, regulations, and BJC Group's policies, so that the company could achieve the commitments.

The Executive Management

Responsible for environmental management of BJC Group by defining work processes that are aligned with environmental management policy. Committed to set short-term and long-term environmental targets and objectives, establishing appropriate strategies and action plans to achieve the targets, overseeing business operations to ensure that they are in accordance with laws, regulations, policies, and plans. Moreover, the role includes driving continuous improvement in environmental performance, creating awareness, knowledge, and organizational culture in order to reduce environmental impacts and conserve natural resources.

The Employees

Strictly comply with laws, regulations, policies, and action plans relating to environment, be aware of the importance of environment conservation and be cooperative for supporting the company to achieve environmental targets.



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To ensure that our business operations will create negative impact on climate change, society, and the environment as little as possible along with encouraging business to have environmental management standard in accordance with the international standards, laws, regulations, and related environmental agreements so BJC group has established the following guidelines;

1. Conducting business in comply with international and domestic laws (according to the location of the business / place of work), including international standards regulations and agreements of business partners including with any related environmental regulations, strictly.
2. Focusing on creating strategies and participatory action in conserving natural resources and mitigating risks from climate change through the integration of perspectives, capabilities, experiences to create synergies among customers, business partners, communities, and other stakeholders
3. Establishing short – term and long - term targets and objectives to reduce negative environmental impacts such as greenhouse gas emissions reduction target and reduction in consumption of non-renewable energy, conventional energy, and water. Establishing strategies, work plans, and operation procedures to support BJC Group in achieving the targets.
4. Proceed on all business operation with environment and society responsibility by creating innovations to reduce negative impacts on the environment, promoting the sustainable use of natural resources and energy, protecting ecosystem and biodiversity
5. Providing training for employees to understand the impacts of their work activities to the environment, raise environmental awareness and promote collaboration to minimize negative impacts and create more positive impacts to the environment.
6. Establishing measures to raise internal and external stakeholders' awareness of environmental management policy and providing knowledge and understanding on environmental impacts.
7. Promoting environmentally friendly products and services, including the development of new products to reduce environmental impact
8. Logistics and distribution of product will proceed with environmental and social responsibility by avoiding to create environmental impact and support sustainable utilization of natural resource
9. Improving waste management process by supporting renewable resources and increase waste management efficiency through 7Rs concept



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10. Supporting the management of food loss and food waste in order to reduce BJC Group's food waste and to utilize food waste for other purposes appropriately.
11. BJC Group emphasizes investment in renewable energy and low-carbon technologies by promoting the use of alternative or renewable energy such as solar power to reduce the electricity consumption resulting from processes that use natural resources (non-renewable energy) or the process that produces greenhouse gases emission.
12. Emphasizing on water management, especially for the operations located in water stress areas. Refraining from creating negative impact to water resources and community's water use.
13. Conducting business in accordance with the procurement policy, stating that raw materials must be from responsible and traceable sources, without encroaching and destroying forest (Zero Deforestation).
14. Supporting forest restoration and reforestation to bring the forest back to fertility and to preserve the ecosystem.
15. Refraining from choosing operation site in natural and environment conservation areas as required by law. The areas include World Heritage areas in accordance with the criteria of UNESCO, and protected areas according to The International Union for Conservation of Nature (IUCN) category 1-4*.
16. Not causing any loss to biodiversity (no Net Loss) and endeavoring to create a Net Positive Impact in the operating sites.
17. When operating business in areas in close proximity to critical biodiversity or endangered habitats, the mitigation hierarchy is to be applied for risk management.
18. Providing risk monitoring and assessment that impact on the business opportunity from change in temperature, environment, forests, biodiversity, and natural resources as well as appropriate risk mitigation.
19. Encouraging awareness and understanding of environment for suppliers, trade partners, service providers, contractors, and business alliances, ensuring that their operations are complied with environmental regulations and forests and biodiversity responsibility.
20. Establish an Environmental Management System (EMS) which is in line with international standards and regulations, and report environmental performance and relevant important issues to the management team or accountable executives for acknowledgement regularly.



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21. Continuously support monitoring, assessment, and improvement of 1) environmental management 2) impacts on climate change 3) forests and biodiversity, in production processes, transportation and services. This is to ensure that BJC Group's business operations are in compliance with environmental laws and regulations, and to create continuous improvement of environmental performance.
22. Regularly conduct surveys, inquiries, data consolidation or discussions with relevant stakeholders on environmental issues related to operations, to continuously improve operations and appropriately prevent or resolve environmental issues.
23. Implementation of business development projects of BJC group such as joint venture development projects, leasing, merger, and acquisition projects must have Environmental Impact Assessment (EIA) for considering the appropriateness of the investment as well as ways to prevent the negative environmental impact resulting from the projects
24. Encouraging cooperation with trading partners, business alliances and external organizations both public and private sectors, to carry out activities or projects that promote the conservation of the environment, forests, biodiversity, and global warming management. Furthermore, the company does not support or fund climate-denial or lobbying against the enforcement of climate-related regulations.

BJC group must disclose the policy to employees, associated stakeholders and public society and support sufficient resources for implementation of this policy. The executives and employees have to place emphasis on performing social responsibility and protecting the environment as well as raising awareness about everyone's environmental preservation to maintain sustainable development. The company group assumed that all employees at all level and all related business partners have to understand and perform this policy as duties and responsibilities.

*Remark: IUCN protected area categories are as follows;

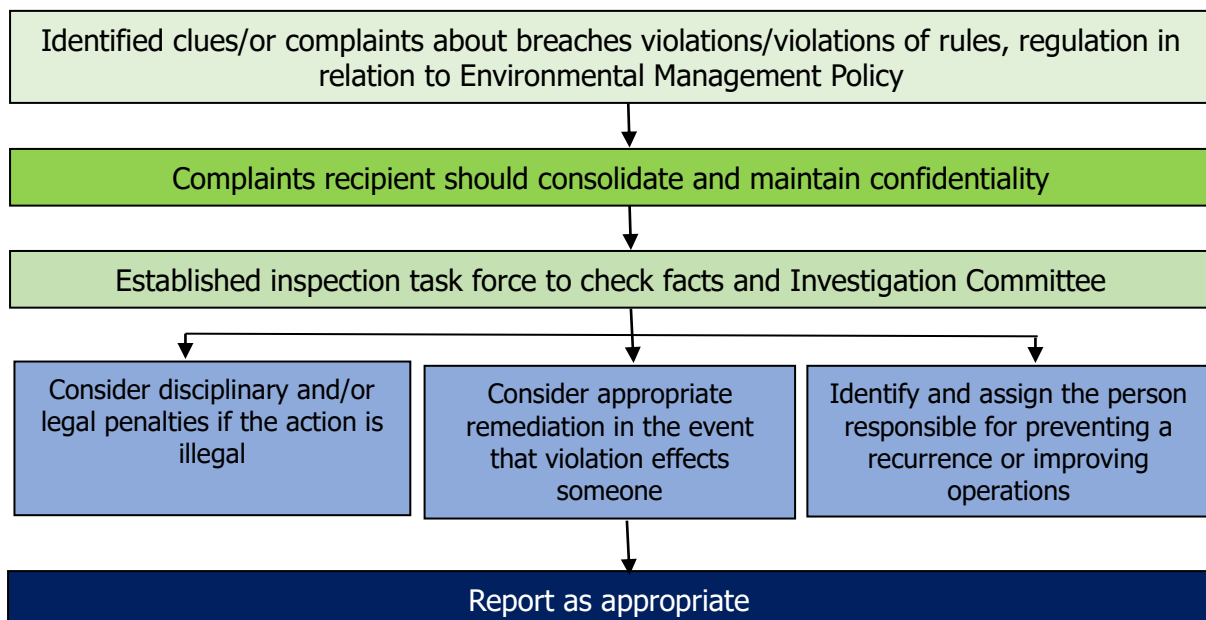
- **Category 1a** - Strict Nature Reserve and **Category 1b** - Wilderness Area are large, unmodified, or slightly modified areas whose natural character and functions are left intact. Low-impact, minimally invasive educational and research activities are allowed.
- **Category 2** - National Park are large natural sites that are dedicated towards protecting ecological and biological systems and species. Visitor use is managed in these areas for inspirational, educational, cultural, and recreational purposes.
- **Category 3** - Natural Monument are protected areas set aside to protect a specific natural monument, which can be a landform, sea mount, submarine cavern, geological feature such as a cave, or even a living feature such as an ancient grove.



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- **Category 4** - Habitat/Species Management Areas are protected areas aiming to protect particular species or habitats. The areas need regular and active interventions to address the requirements of particular species or to maintain habitats.

Any violation of the laws, rules, regulations, ethics, or this policy, or permitting subordinates to violate them, executives, committees, and employees must report directly to the company's given channels. The company has clearly defined policies, processes, and measures to protect whistleblowers. When internal or external parties suspect or believe that laws, regulations, or ethics are being violated, they can report through the channels provided. The Investigation Committee and/or Inspection Taskforce, comprised of representatives from Human Resources, Group Audit Department, Legal, and the relevant Head of Business Unit where the incident occurred, will then carry out the procedures in accordance with Corporate's Whistleblowing Policy and the BJC Code of Conduct. BJC's corporate-wide whistle blowing system are shown as illustrated below.



The Environmental Management Policy will be effective from 31 July 2025 onwards.