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Introduction

Jaymart Group Holdings Public Company Limited and its subsidiaries (the “Company”) are committed to conducting business with a strong sense of social responsibility, alongside advancing sustainable community and social development in all dimensions. The Company recognizes the importance of fostering genuine understanding and encouraging meaningful participation among community members.

With a commitment to generating positive impacts on society and the environment, the Company operates under ethical principles and encourages active engagement from all relevant stakeholders. The Community and Social Development and Engagement Policy has thus been established to serve as a framework for fostering sustainable growth in communities where the Company operates, while also enhancing the well-being of people in all areas.


The Company believes that sustainable community development cannot be achieved in isolation. Therefore, it places strong emphasis on collaboration and partnership with public agencies, private sector organizations, and civil society. The Company is determined to drive holistic community development across economic, social, and environmental dimensions.

The foundation of the Company’s business operations not only aims to generate profit but also considers the responsibility toward communities and society. This serves as a guiding framework for sustainable development initiatives, focusing on creating positive, tangible impacts that meet the actual needs of communities. Furthermore, the Company promotes awareness and public participation in improving their quality of life and that of surrounding communities—ultimately striving to become an organization that truly drives long-term positive change in society.

Objectives

To establish a framework for conducting business responsibly toward communities, society, and the environment.

1. To promote the development and enhancement of the quality of life in communities located within the Company’s areas of operation or affected by its activities, ensuring sustainable growth.
2. To create a balance between the Company’s economic growth, social development, and long-term environmental conservation.
3. To promote transparency in operations through the disclosure of complete, reliable, and easily accessible information to the public.

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Scope of Work

This policy shall apply to Jaymart Group Holdings Public Company Limited and all its subsidiaries, encompassing the approaches and practices concerning community and social development and engagement in alignment with the established policy framework.

Code of Practice


The company focuses on empowering communities and society to achieve strong and sustainable long-term growth by supporting the improvement of quality of life within the communities. Emphasis is placed on capacity building in various areas such as education, vocational skills development, and the creation of economic opportunities, enabling communities to effectively and sustainably enhance their quality of life.

In conducting business, the company also considers the impact on communities and society at all levels, emphasizing the participation of all relevant parties, including employees, partners, and business allies, to collaboratively foster a balanced society encompassing economic, social, and environmental dimensions.

Furthermore, the company has established strategies on sustainability, environmental, social, and governance (ESG) as clear guidelines for community and social development and engagement. The company is committed to strictly complying with laws and regulations related to community and social matters, while supporting collaboration with partners and allies to ensure consistent operational standards in promoting and supporting sustainable community and social development across all dimensions.

In addition, the company places great importance on respecting human rights fairly throughout all operational processes, preventing disputes with communities and society at every stage along the value chain. This ensures that the company's operations do not cause negative impacts on communities, society, or any stakeholders.

Moreover, the company is dedicated to supporting the development of neighboring communities to improve their quality of life by collaborating with local agencies and non-profit organizations in organizing activities and projects beneficial to society. These include initiatives in education, vocational skills enhancement, and environmental conservation, aiming to enable communities to become self-reliant and possess the capacity for ongoing development in the future according to the following guidelines.

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1. Promotion of Economic Development and Quality of Life in the Community

The company places great importance on improving the quality of life and well-being of people in the communities where it operates. The focus is on creating employment opportunities, supporting local hiring, generating job prospects, and promoting digital skills and innovation aligned with the organization's business direction. For example, projects aimed at enhancing consumers' capabilities to access digital technology and innovation, as well as learning practical skills that can be applied in daily life or expand economic opportunities in the digital era.


The company also supports elderly individuals in confidently adapting to the world of technology and playing valuable roles in the new economic society.

2. Environmental and Natural Resource Conservation

The focus is on the conservation and restoration of natural resources in the areas where the company operates, including minimizing environmental impacts from the company's business processes. The company implements projects that promote effective natural resource management, encourage the use of renewable energy, reduce greenhouse gas emissions, and raise environmental awareness among employees and community members. This is achieved through organizing campaigns and conservation programs, such as reducing the wasteful use of natural resources and systematic waste management.

3. Employee Participation in Community Development

The company supports employee participation in various activities by organizing programs to raise awareness of community and social responsibility. It encourages employees to take part in community development activities through volunteering in different projects to foster collaboration and good relationships with the community. Additionally, the company supports employees in playing active roles in promoting sustainability at all levels of the community and society.

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4. Building Collaboration with Government Agencies and the Private Sector

The company places great importance on collaborating with government agencies, local organizations, educational institutions, and the private sector to enhance the effectiveness of community and social development. The focus is on building cooperative networks to develop and implement projects that genuinely address the needs of the community and society.


5. Receiving Feedback and Complaints from the Community and Stakeholders

The company provides opportunities for the community to participate by submitting feedback or complaints regarding any impacts or issues arising from the company's business operations through accessible and transparent communication channels, such as contact forms on the company's website, social media platforms, or customer service centers. There is a system in place to receive, coordinate, and respond to feedback or complaints efficiently and transparently. This aims to promote community engagement and build trust in the company's operational processes, while also utilizing the feedback to improve and develop initiatives that generate positive impacts on society as a whole.

6. Assessment of Community Impact and Satisfaction

The company places great importance on continuously, transparently, and inclusively monitoring and assessing the impacts of its activities on surrounding communities. This is to ensure that the company's operations are conducted responsibly and align with the community's expectations in economic, social, and environmental aspects.

The company conducts periodic community satisfaction assessments through various channels such as surveys or direct discussions with community representatives. The collected data is analyzed and used as a guideline to improve, develop, or adjust operational approaches to enhance effectiveness and better meet community needs. Additionally, this process fosters sustainable positive relationships between the company and the community.

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7. Disclosure of Information

The company places great importance on transparent disclosure of information related to community and social development and engagement. This includes project outcomes, impacts, management approaches, and progress on sustainability efforts to build confidence and trust among the community and all stakeholders. The company discloses such information through accessible channels, including the company's website, sustainability reports, and the annual information disclosure report (56-1 One Report).

This disclosure aims to ensure transparency, meet stakeholder expectations, and reflect the company's commitment to conducting business responsibly towards society.

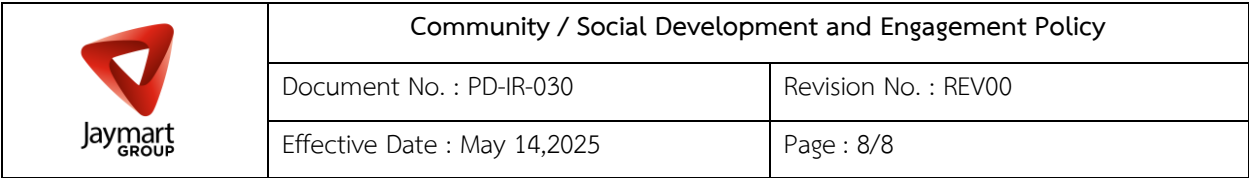
The company is committed to being an organization that drives sustainable transformation through responsible business operations toward communities and society, while fostering the creation of a better society. This commitment is grounded in the principles of sustainable development and the engagement of all stakeholders to build a livable and sustainable society for everyone in the long term.

The policy shall be effective from May 14, 2025 onwards.



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The approver of the Community / Social
Development and Engagement Policy
Mr. Pisnu Pong-Acha
Chairman of the Board of Directors



Records of Revision

[illegible]