
 Jaymart GROUP	Sustainability Development Policy	
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Sustainability Development Policy

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Introduction

Jaymart Group Holdings Public Company Limited and its subsidiaries (the “Company”) place great importance on conducting business with transparency and fairness in accordance with the principles of good corporate governance. The Company is committed to high-quality risk management that takes into account the interests of all stakeholders, while also supporting and promoting the well-being of individuals, communities, and environmental preservation. This approach aims to foster organizational and economic development in parallel with social responsibility, ensuring sustainable growth.

All directors, executives, and employees at every level of all companies under Jaymart Group Holdings Public Company Limited are responsible for supporting, promoting, and operating in alignment with this Sustainability Development Policy until it becomes embedded in the Company’s culture.


The Company is committed to three key pillars—economic, social, and environmental benefits—and integrates these considerations into its operations. In addition, the Company emphasizes innovation to meet the evolving needs of consumers in today’s society. This helps enhance business competitiveness and sustainably generate long-term value for the Company and its stakeholders.

Commitment 1: Economic Dimension: Creating Sustainable Returns

1.1 The Company shall conduct its business in accordance with the principles of good corporate governance.

The Company is committed to conducting its business based on the principles of good corporate governance for listed companies, in compliance with the regulations and requirements of regulatory authorities such as the Securities and Exchange Commission and the Stock Exchange of Thailand.

The Board of Directors places great importance on setting policies and business strategies, as well as overseeing the Company’s overall operations to ensure alignment with good corporate governance principles. These principles serve as a key mechanism that drives the Company’s sustainable growth and builds trust among all stakeholders.

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1.2 The Company is committed to providing services to customers fairly and ensuring customer satisfaction.

The Company is committed to delivering fair services throughout all processes from product selection, vendor selection, and distribution channels to the establishment of service standards and the complaint-handling process. The Company has adopted a policy to develop an effective system for quality control in sales, along with management, monitoring, and auditing mechanisms to ensure that its products and services prioritize the best interests of customers.

1.3 Consideration of Sustainable Investment

The Company implements an investment policy that emphasizes holistic risk assessment (Enterprise Risk Management: ERM). For any investment proposal to be submitted to the Investment Committee for approval, it must undergo evaluation across various aspects to ensure suitability with the economic conditions, investment returns, investment risks, as well as environmental, social, and governance (ESG) factors. This evaluation is conducted through a scoring system based on criteria established for each factor, with regular reviews of the scores.

1.4 Information Technology and Personal Data Security

The Company has established an Information Security Policy, a Personal Data Protection and Governance Policy, and a Cybersecurity Incident Management Plan. These policies cover all relevant parties, including customers, directors, executives, employees, job applicants, visitors, shareholders, and business partners.


The Company also has a policy to provide detailed explanations and guidelines for reporting incidents of personal data breaches, ensuring timely response measures in the event of such breaches.

Furthermore, the Company mandates annual training and simulation exercises on personal data protection for all employees and data protection officers at least once a year.

Commitment 2: Social Dimension: Building a Sustainable Society

2.1. Respect for Human Rights

The Company places great importance on respecting human rights, including employment of persons with disabilities, disadvantaged groups, the elderly, and vulnerable populations. It promotes gender equality and strictly prohibits the use of illegal labor, child labor, and youth labor. Additionally, the Company supports and encourages its suppliers and business partners to respect human rights in their business operations.

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2.2. Human Resource Management

The Company places great importance on developing employee potential, as employees are a key driving force behind the sustainable growth of the business and the confidence of all stakeholder groups. Therefore, the Company has established human resource management strategies aligned with its mission and vision, focusing on enhancing employee capabilities and becoming the best organization for its employees.

The Company sets and regularly reviews human resource management policies and practices that ensure equal care for employees, including fair compensation and improvements in benefits extended to employees and their families. The Company emphasizes promoting employee competency development through the creation of Individual Development Plans (IDP) on the e-Learning Platform (LMS) and onsite training. This approach aims to upskill and reskill employees, motivate their work, retain high-performing staff, and foster strong organizational commitment, preparing employees to grow sustainably together with the Company.

Moreover, the Company recognizes the importance of occupational health, safety, and a conducive working environment to enhance employee productivity and continuous job satisfaction, which are integral to the Company's business operations.

2.3 Corporate Social Responsibility

The Company aims to instill and cultivate a culture of sustainable development thinking—covering economic, social, and environmental aspects—among all employees. This mindset is embedded in every business process and extends to improving the quality of life for employees, starting within the organization and reaching out to surrounding communities, society, and the general public, with the goal of building a truly sustainable society.

The Company undertakes social activities related to education, religion, and arts and culture, as well as creating jobs and careers within communities and society. Furthermore, the Company organizes programs to support employee volunteer activities that benefit the public. These initiatives foster a spirit of sharing, kindness, and helping others—fundamental positive mindsets that contribute to building a sustainable and continuously positive society.

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Commitment 3: Environmental Dimension: Reducing Environmental Impact and Preventing the Loss of Ecological Balance

3.1 Environmental Management


The Company has established policies and goals to protect the environment and to raise employee awareness of environmental conservation, starting from individual responsibility and expanding to broader environmental accountability. Additionally, the Company is committed to preserving the environment in areas where its operations are located by complying with relevant regulations and operating based on the principles of good corporate governance.

The Company undertakes various environmental initiatives, including:

1. Compliance with environmental regulations
2. Emphasis on investment in environmental protection
3. Inclusion of environmental considerations as part of the investment decision-making process
4. Pollution prevention and resource consumption reduction
5. Prevention of pollution caused by the Company's activities and products that impact the environment
6. Management of energy and utility usage (fuel, electricity, water) to achieve targeted reductions

The Company places great importance on instilling environmental consciousness and raising awareness about environmental preservation and natural resource conservation among executives and employees on an ongoing basis. This is to ensure that the Company's business activities generate a positive impact on the environment and align with Thailand's environmental goals and the United Nations Sustainable Development Goals (UN SDGs).

Additionally, the Company is committed to reducing biodiversity loss by adhering to the principles of the Mitigation Hierarchy, a structured approach to minimizing environmental impacts.


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3.2 Development of Environmentally Friendly Innovations

The Company is committed to creating and adopting environmentally friendly innovations. It actively promotes the use of modern innovations and technologies to improve and enhance workflows, processes, and services in all dimensions to be more environmentally friendly, while also increasing operational efficiency to better meet customer satisfaction.

For example, the Company reduces paper usage by encouraging greater adoption of digital systems, including the use of legally compliant and reliable electronic documents.

The policy shall be effective from December 8, 2023 onwards.



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The approver of the Sustainability Development Policy

Mr. Pisnu Pong-Acha

Chairman of the Board of Directors

